

Gov't lowers axe at U of R forcing drastic cuts

The Saskatchewan Government has told the University of Regina to tighten its belt (see *CAUT Bulletin*, March 1987). It has informed the university that it should expect to receive zero increases for the next few years and will have to eliminate its deficit which the government calculates at \$5.5 million dollars, or more than 10% of the budget. If this is to be carried out, it will require a 10% cut in the budgetary arrangements of the university.

The Board of Governors is considering a plan in the coming year to close the School of Human Justice, reduce or eliminate certain social work programs, and administer a three per cent cut across the Board. Student fees will rise by 10%. They are already the highest in the province. There is, however, a degree of uncer-

tainty on the campus because the administration and the government do not seem to agree on the exact nature of the deficit.

In a meeting with representatives of the local faculty association and CAUT, the Deputy Minister denied that the government had a hit list of faculties which it wished to axe. He said the government did not want to intrude on the academic decision-making of the university. He said, however, that it was reasonable for the government to suggest that the university consider repositioning itself on the basis of its current strengths in arts and science.

The government's plans are part of a sweeping cutback in the public service which is being justified by the severe economic crisis in the province caused by the collapse in prices

of the major primary products (wheat, oil, potash and uranium). However, the crisis also clearly involves reckless promises in the past election campaign (generous home repair grants) and previous financial decisions (abolition of the gasoline tax).


However, a story in the April 20 edition of the *Globe and Mail* revealed that economy did not start at home, and that the Tories were engaged in a significant patronage policy to reward their friends while they were telling everyone else to economize. What provoked the story was the appointment, without advertising, of a new Ombudsman who happened to be a law partner of George Hill, former President of the Saskatchewan Conservative

See REGINA/5



1,000 attend April forum on higher education at University of Regina.

Shawn Munro P.A. U of R



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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

bulletin

Mulroney says it's time to tackle PSE problems

CAUT, AUCC and the Canadian Federation of Students met with the Prime Minister in April. This was the first time that the three segments of the university community had joined together to meet with the Prime Minister. Also present were the Honourable Frank Oberle, Minister of State for Science and Technology, Dalton Camp of the Privy Council Office, and Charles McMillan of the Prime Minister's Office.

Alan Earp, a Past President of AUCC and President of Brock University, told Mr. Mulroney that the community welcomed the meeting and noted that it was in marked contrast to the refusal of the Prime Minister in 1976/77 to discuss the likely effect of the EPF arrangements with the university community. The spokespersons for the three groups stressed the seriousness of the crisis facing the universities as a consequence of dramatic student growth and increased expectations by governments for research and development when at the same time both levels of government over the past ten years had failed to provide the necessary financial support.

Allan Sharp, President of CAUT, reminded the Prime Minister of the discussion on research and development in his book "Where I Stand",

where Mr. Mulroney had pointed out that we could create 1 million new jobs in Canada and an increase of \$20 billion per year in our exports if we increased our research spending by 1% of GNP. Mr. Mulroney had argued that this approach was an essential component of any strategy to change Canada's economic dependence on primary industries. Dr. Sharp also pointed out that we could only succeed in a free trade environment with the United States if our universities and researchers had resources comparable to our competitors. He underlined the huge lead presently held by the Americans. Donald Savage, CAUT Executive Secretary, discussed the important role universities could play as part of a regional development strategy and Dr. Earp urged the government not to forget research in the social sciences and humanities.

Tony Macerollo, President of the CFS, talked of the sense of despair on many university campuses about the way in which university funding had been treated as a political football by both levels of government in the past. He underlined the rising debt problems of the current student body.

The Prime Minister reiterated his strong commitment to



P.M. Brian Mulroney

higher education and to research both as tools of economic progress and as methods to ensure equal opportunity for all Canadians.

He stated that the universities were an important part of the overall strategy of the government. It had been the judgement of the government, he said, that certain general economic problems had to be addressed first by the new government — the level of interest rates, unemployment, and the size of the public service. He felt that all the economic indicators suggested success on the part of the government in these areas and

See MULRONEY/21

L'ACPU discute de l'EPS avec le premier ministre

L'Association canadienne des professeurs d'université, l'Association des universités et collèges du Canada et la Fédération canadienne des étudiants ont rencontré le Premier ministre en avril. C'était la première fois que les trois segments de la communauté universitaire et le Premier ministre se réunissaient. L'honorable Frank Oberle, ministre d'État à la Science et à la Technologie, Dalton Camp, des Bureaux du Conseil privé, et Charles McMillan, du Bureau du Premier ministre, étaient également présents.

Allan Earp, un ancien président de l'AUCPU et président de l'Université Brock, a dit à M. Mulroney que la communauté appréciait cette rencontre et a remarqué qu'elle contrastait avec le refus du Premier ministre en 1976/1977 de discuter de l'effet probable des arrangements FPE avec la communauté universitaire. Les porte-paroles des trois groupes ont souligné que la gravité de la crise à laquelle les universités doivent faire face est la conséquence d'une croissance sans précédent de la communauté étudiante et des attentes toujours plus grandes des gouvernements dans le domaine de la recherche et du développement quand, en même temps, les deux paliers de gouvernement ont négligé de fournir l'appui financier nécessaire durant les dix dernières années.

Le président de l'ACPU, Allan Sharp, a rappelé au Premier ministre la discussion sur la recherche et le développement exposée dans son livre intitulé: *Où je me situe*, dans lequel M. Mulroney signalait que nous pourrions créer 1 million de nouveaux emplois au Canada et augmenter notre chiffre an-

nuel des exportations de 20 milliards de dollars si nous augmentions nos dépenses consacrées à la recherche de 1% du PNB. M. Mulroney avait soutenu que cette méthode était un élément essentiel de toute stratégie destinée à rendre le Canada économiquement moins dépendant de ses industries primaires. Le Dr Sharp a également souligné que nous ne pourrions réussir dans un système de libre-échange avec

les États-Unis que si nos universités et nos chercheurs disposaient de ressources comparables à celles de nos concurrents. Il a mis en évidence le rôle absolu de chef de file joué présentement par les Américains.

Le secrétaire général de l'ACPU, Donald Savage, a discuté de la part importante que les universités pourraient prendre dans une stratégie de

Voir CRISE/21

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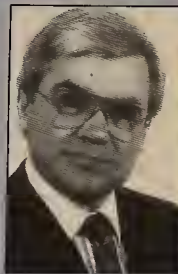
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Frank Oberle

CAUT comments / Commentaires de l'ACPU

What is the significance of the recent series of measures on research, development and postsecondary education announced by the federal government in recent weeks? (see story p.6) The Minister of State for Science and Technology, Frank Oberle, said it all when he commented at a recent meeting between CAUT and the Prime Minister that the government would be judged by its actions, not by its words. What have these actions been?

It had seemed during the first two years of the Mulroney government that science and university policy had dropped like a stone to the bottom of the pool despite the Prime Minister's commitments before and during the 1984 election. There were only two positive policy issues of consequence during this period. One was the creation of the Parliamentary Standing Committee on Research, Science, and Technology which CAUT had long called for. The other was the matching grant scheme for the federal granting agencies which was partially vitiated by the freeze on the base funds of the councils through to 1991. This meant that the government was withdrawing some of its support for fundamental research and that the matching grant scheme would only produce, if it were fully subscribed in all three councils, an overall increase of less than three per cent per year.

CAUT lobbied the government to modify the matching grant scheme to make it workable but remains of the view that it will only be fully successful if it is entirely funded by new money. The government has persistently stated during the past six months that the announcement was of a floor, not a ceiling — a claim repeated by Mr. Oberle in his interview in this issue of the *Bulletin*. However, no funds have been forthcoming. Nothing was said in the budget or the estimates. Until the funds appear, CAUT will remain sceptical.

This spring the government announced the membership of its new Advisory Board on Science and Technology and the structure for the National Forum on Postsecondary Education. Mr. Oberle successfully concluded an agreement with the provinces for a national science policy — a negotiating process which had begun with his predecessor, Tom Siddon. The Prime Minister spoke at the University of Waterloo renewing the commitment of the government to research and development, and in April met with representatives of CAUT, AUCC, and the Canadian Federation of Students to discuss the government's policies.

If the government had announced these initiatives when it had first

See CAUT COMMENTS/22

by/par Donald C. Savage

Quelle est la signification de la récente série de mesures sur la recherche, le développement et l'enseignement post-secondaire annoncées par le gouvernement fédéral ces dernières semaines? (voir article p.7). Le ministre d'État aux Sciences et à la Technologie, Frank Oberle, a tout dit quand il a remarqué durant une rencontre récente entre l'Association canadienne des professeurs d'université et le Premier ministre que le gouvernement serait jugé sur ses actes et non sur ses paroles. Quelles ont été ces actions?

Il a semblé que durant les deux premières années du gouvernement Mulroney, la politique adoptée dans le domaine des sciences et des universités soit tombée en désuétude malgré les engagements pris par le Premier ministre avant et durant les élections de 1984. On remarquait seulement deux questions positives importantes durant cette période. L'une était la création d'un comité parlementaire permanent sur la recherche, les sciences, et la technologie que l'ACPU avait demandé depuis longtemps. L'autre était le plan d'équilibre des fonds pour les organismes fédéraux de subvention qui a été partiellement annulé par le gel des fonds de base des conseils jusqu'en 1991. Ceci signifiait que le gouvernement retirait une partie de son appui pour la recherche fondamentale et que le plan d'équilibre des subventions pro-

duirait seulement, s'il était pleinement approuvé dans les trois conseils, une augmentation globale de moins de trois pour cent par an. L'ACPU a pressé le gouvernement de modifier le plan d'équilibre des subventions pour le rendre applicable en tenant compte du fait qu'il ne pourra réussir pleinement que s'il est entièrement financé par de nouveaux fonds. Le gouvernement a répété continuellement durant les six derniers mois que sa déclaration se situait au niveau du plancher, non du plafond — une phrase répétée par M. Oberle durant son interview publié dans ce numéro du *Bulletin*. Cependant, aucune somme n'a été entrevue. Rien n'a été dit dans le discours du budget ou dans les prévisions. Tant qu'elle ne verra pas les fonds, l'ACPU demeurera sceptique.

Ce printemps, le gouvernement a annoncé la composition de son nouveau Conseil consultatif des Sciences et de la Technologie et le mode d'organisation de son forum national sur l'éducation post-secondaire. M. Oberle a réussi à conclure un accord avec les provinces pour l'établissement d'une politique dans le domaine des sciences nationales — un processus de négociation qui a débuté avec son prédécesseur, Tom Siddon. Dans son discours prononcé à l'Université de Waterloo, le Premier ministre a renouvelé l'engagement du gouvernement dans la

Voir COMMENTAIRES/22

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Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure: President and Board of Governors, University of Calgary (1979).

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.



À la rédactrice / To the editor

Message for Canadians

It has been thirty years since the heyday of McCarthyism, but all too evidently the malignancy has not yet worked its way out of the brains, guts, and ganglia of North American civic society. Professor Hilborn's letter (February 1987) is too important a symptom to be allowed to pass unremarked.

Writing as a polemicist, not an historian, Professor Hilborn starts a number of hares, not all of which can be pursued profitably. I do not see, for example, how the com-

parative *Schrecklichkeit* of the Nazi and Stalinist regimes can be debated in any meaningful way. It is clear, however, that in the West the former was better known and was perceived as worse (the Allied armies' discovery of the death camps of the Final Solution in 1945 did nothing to dispel the perception) — and that, for an historian, is or should be a most ponderable factor.

Similarly, with the accuracy of hindsight we may regard Soviet agreement to the Ribbentrop pact of August 1939 as cynicism or folly or both: at the time, however, suspicion of British and French motives and the USSR's need to buy time to build its defenses against the foreseeable German onslaught were plausible arguments to many (not all) communists around the world.

Finally, Professor Hilborn should know that among professional historians *ex-lusive* Soviet capability in

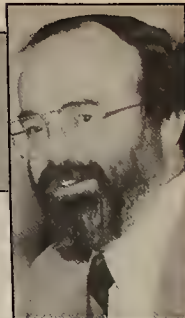
launching the Cold War (or in inciting their presumed puppets the North Koreans and Chinese to launch the Korean War) is no longer anything like an open-and-shut case. But that also is too large an issue to be compassed here.

As to McCarthyism itself Professor Hilborn writes, "(it) originally meant...making unsubstantiated allegations that a non-communist was a communist." Whether he finds this practice reprehensible, he doesn't say. But clearly he does approve of McCarthyism defined as "accurate revelations that genuine underground communists were exactly that." Now, while it is true that no one — no one — accused by the Junior Senator (a.k.a. Tail-Gunner Joe) of communist subversion was ever convicted on related charges, it is also true that a corporal's guard of persons — the best-known of whom were

See MCCARTHYISM/4

President's message/ Le mot du président

by/
par Allan Sharp



The back cover of Brian Mulroney's book, written just after he assumed the Tory leadership, says it boldly. "Brian Mulroney...speaks his mind. Confident and forthright solutions to the most pressing of our national problems leave no doubt where Mulroney stands on any of the crucial issues facing Canada today."

One of those pressing national problems identified was Canada's sorry record of research and development funding. Because it is still unsolved today, I thought it might be interesting to review his arguments, made only four years ago.

He started off by claiming that Canada had ranked fiftieth in economic growth over the period 1974 to 1982. He also knew why. "We seem to have lost our competitive edge. Our collective inclination, after fifteen years of a Trudeau government, seems to be acceptance of a lesser status."

Then he offered a solution. "The starting line for me is the technological dimension. Either we go into the game and become important players in this major league or we become a nation that will, during its

entire lifetime, play in the Junior B circuit. To play with the majors, we must make a firm commitment to double the public and private funds allocated to research and development before 1985. Research and development, and the resulting innovations, are the lifeblood of a successful economy and country."

He attacked the record of the Trudeau government on funding, pointing out that for the previous two years Canada had spent only 1.13 per cent of its gross national product on R&D. "So now...the Trudeau government has the nerve to announce a new objective: 1.5 per cent. This illustrates how our national government is illogical and how it lacks an earnest commitment toward this cornerstone of our economy."

He then turns to the other major indicator of commitment, the fraction of our population employed in research and development. He points out that in the western world only Ireland and Iceland employ a smaller fraction, and that most other countries employ two or three times as many on a per capita basis. He laments the

fact that the Siemens corporation of West Germany employs 42% more researchers than Canada as a whole, that IBM annually spends more on research than Canada, and that 94% of all Canadian patents are granted to foreigners.

He quotes approvingly

Brian Mulroney has made lots of promises but, in the end, he'll be judged on what he does.

Walter Light of Northern Telecom. "Technology is like oil. You cannot do without it. If you do not have it, you must buy it from those who possess it. And like oil, you must buy it at their price. However, contrary to oil, you can create technology. It is one of the rare resources which is inexhaustible."

He states that federal restraint should not be applied

to research and development, and that NRC needs a funding increase of at least 20%. He lauds a "long-range plan for a dramatically escalated commitment to research and development" presented by NRC President Dr. Larkin Kerwin, calling him "a public servant who understands the problems of the real world and the frustrations that go with it."

He challenged Prime Minister Trudeau. "Let him use his power to create a unique climate within which a rush to excellence will begin in the field of research and development that will excite and challenge and reward our youth."

Then, in what seems to me to be the most telling statistic of all, he sets out the enormous financial stakes involved. "In fact, if the percentage of GNP allocated to research and development were increased by 1 per cent, we would create in Canada one million new jobs and \$20 billion in additional sales of manufactured products."

The case was well put. The record of his government so far is another story. Our R&D spending has declined to 1.3% of GNP. The NRC budget was

slashed. The base budgets of the federal granting councils have been frozen. The five year plans of SSHRC and NSERC were not enacted by the government. Canada has slipped still further in the fraction of our population employed on R&D: NSERC has pointed out that our universities are not presently capable of producing the researchers to increase our national spending on R&D toward the figure of 2.5% of GNP common in other countries. The federal government has reduced its commitments to higher education by almost \$1.6 billion through to 1990. Government restraint was used as the reason for not spending more on R&D. One is left doubting that this is any less illogical or shows any more commitment than that other government Mr. Mulroney so roundly criticized.

Of course there are positive

See **PRESIDENT/22**

Le texte apparaissant au dos du livre de Brian Mulroney, rédigé juste après ce que le dernier ait assumé la direction du parti conservateur, le dit en toutes lettres: "Brian Mulroney...exprime ici son opinion. Des solutions sûres et directes aux plus urgentes de nos difficultés nationales ne laissent subsister aucun doute quant à la position du chef du parti conservateur à l'égard des problèmes cruciaux auxquels le Canada fait face actuellement."

Le triste record du Canada en matière de financement de la recherche et du développement représente l'un de ces problèmes nationaux urgents. La question n'est pas encore résolue aujourd'hui; j'ai donc pensé qu'il serait intéressant d'examiner les arguments de M. Mulroney, énoncés il y a seulement quatre ans.

M. Mulroney a commencé par déplorer que le Canada se soit classé au cinquantième rang de l'expansion économique au cours de la période allant de 1974 à 1982. Il a dit pour quoi. "Nous semblons avoir perdu notre ardeur compétitive. Notre inclination collective, après quinze ans d'un gouvernement Trudeau, semble s'orienter vers l'acceptation d'une situation amoindrie."

Puis, M. Mulroney a offert une solution. "Pour moi, la ligne de départ, c'est la dimension technologique. Soit nous entrons dans le jeu et devenons des joueurs importants dans la ligue majeure, soit nous devenons une nation qui, tout le temps qu'elle existera, jouera dans le circuit junior B. Or, pour rester dans cette ligue, nous devons nous engager fermement à doubler les fonds publics et privés alloués à la recherche et au développement, et cela avant 1985. La recherche et le développement, et toutes les innovations qui en découlent, constituent le moteur essentiel d'une économie et d'un pays prospères."

Ensuite M. Mulroney s'est attaqué à la politique du gouvernement Trudeau sur le financement, faisant remarquer que les deux dernières années, le Canada n'avait dépensé que 1,13 pour cent de son produit national brut pour la recherche et le développement. "Le gouvernement Trudeau a le toupet d'annoncer à présent un nouvel objectif: 1,5 pour cent du produit national brut. Ceci illustre bien à quel point notre gouvernement national est illogique et combien il manque d'ardeur pour renforcer cette pierre angulaire de notre

économie."

M. Mulroney se tourne alors vers l'autre principal indicateur de l'intérêt porté à la recherche et au développement, c'est-à-dire la fraction de notre population travaillant dans ce domaine. Il note que, dans le monde occidental, seules l'Irlande et l'Islande disposent

Brian Mulroney a fait beaucoup de promesses mais, en définitive, il sera jugé sur ce qu'il aura accompli.

d'une fraction inférieure et que la plupart des autres pays emploient deux ou trois fois plus de personnes, par rapport à la totalité de leur population. Il se lamente sur le fait que la compagnie Siemens, en Allemagne de l'Ouest, emploie à elle seule 42 pour cent de chercheurs de plus que le Canada, qu'IBM, annuellement, dépense plus pour la recherche que le Canada et que 94 pour cent de tous les brevets canadiens sont attribués à des étrangers.

M. Mulroney approuve

Walter Light, de Northern Telecom, lorsque ce dernier affirme: "La technologie est comme le pétrole. Sans elle, vous ne pouvez rien. Si vous ne l'avez pas, vous devez l'acheter à ceux qui l'ont. Et, comme pour le pétrole, vous devez l'acheter au prix qu'ils vous demanderont. Cependant, vous pouvez créer de la technologie; ce que vous ne pouvez pas faire pour le pétrole. C'est une des rares ressources inépuisables."

D'après M. Mulroney, les restrictions fédérales ne doivent pas s'appliquer à la recherche et au développement et le CNRC a besoin d'un accroissement de financement d'au moins 20 pour cent. Le chef conservateur approuve "un plan à longue portée" présenté par le président du CNRC, M. Larkin Kerwin, "pour que l'aide financière à la recherche et au développement monte en flèche". Pour M. Mulroney, le président du CNRC est "un fonctionnaire qui comprend les problèmes du monde réel et les frustrations qui les accompagnent".

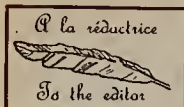
M. Mulroney invite M. Trudeau à "se servir de son autorité pour créer un climat exceptionnel où la poursuite de l'excellence en matière de recherche et de développement pourra s'amorcer, ce qui pas...

sionnera et stimulera nos jeunes et récompensera leurs efforts".

Enfin, ce qui me semble la statistique la plus éloquentes de toutes, M. Mulroney met en évidence les énormes enjeux en cause. "En fait, si le pourcentage du produit national brut alloué à la recherche et au développement augmentait de 1 pour cent, nous pourrions créer au Canada un million de nouveaux emplois et obtenir 20 milliards de dollars de ventes supplémentaires de produits manufacturés."

Le problème a été bien posé mais, jusqu'à présent, si nous considérons les réalisations du gouvernement de M. Mulroney, c'est une autre histoire. Nos dépenses pour la R & D sont tombées à 1,3 pour cent du revenu national brut. Le budget du CNRC a été notablement réduit. Les budgets de base des conseils fédéraux distributeurs de subventions ont été gelés. Les plans de cinq ans du CRSHC et du CRSNG n'ont pas été mis en oeuvre par le gouvernement. Le Canada a vu encore se réduire la fraction de notre population employée à la R & D. Le CRSNG a démontré que nos universités ne sont pas capables, à l'heure actuelle, de produire les chercheurs qui

Voir **PRESIDENT/13**



MCCARTHYISM.....2

Alger Hiss and the Rosenbergs — who had in all likelihood committed overt acts of espionage were tried, convicted, and punished, though not necessarily under the appropriate statutes.

But for hundreds of others even "accurate revelations" concerning party membership or leftist affiliations led only to further harassment and obloquy. This was because "disloyalty" was (and is) a state of mind conjured up by the majority; like "heresy" it was (and is) even less possible to disprove than to prove. But under the battered but durable precepts of Anglo-Saxon jurisprudence overt acts of "espionage" or "treason" must be proven.

For persons not obsessed by the Red Menace, it's long been acknowledged that McCarthyism did great and lasting damage to America's public service, the social welfare agencies created under the New Deal, the labour movement, the fine and popular

arts, and of course the universities. Nevertheless, concerning the latter Professor Hilborn defends "the exposure of undercover communists" as "a legitimate objective" on the grounds that although the "enemy's possible collaborators at home" refrained from proselytizing in the classroom, they might recruit students secretly "into the Party or even into an espionage apparatus." This is fantastical nonsense. I know because I was there.

A great stillness descended upon the American universities in the 1950s. Mine, Rutgers, despite hypocritical protestations of its devotion to free speech, had a particularly sorry record of persecution of faculty — it lost the great classical scholar Moses Finley to Cambridge and few undergraduates were even aware of the fact. Not only there, however, but everywhere on the East Coast (as friends have told me) faculty were terrified of letting slip a heterodox political opinion. This was for fear of being denounced by colleagues, students, planted spies, or former associates — a reasonable fear given the antics of Cohn and Schine and other lesser inquisitors in seeking out informers, given the example of ex-communists like Chambers and Bentley whose adulation by the public

grew in the measure that they dilated on their friends. Secret recruitment, indeed.

Many students concluded, not surprisingly, that political scientists and sociologists were academics hired to lie about the present and historians were academics hired to lie about the past. Literature and the arts were also passing through an innocuous age. Nevertheless, there one was more free, and not merely to escape a dismaying present: a Neruda, a Sartre, or a Brecht had ways of slipping through the crude filters devised by the Administrators of Right Thoughts to detect doctrinaire Marx or Engels.

Those of my generation capable of thinking were aware, I'm persuaded, that our seniors, for the most ignoble motives, were dumping upon us a load of codswallop. Concerning the alternatives, however, solid information and teaching of integrity was largely denied to us, so we could not be sure. Our spectrum of possibilities ran from a defensive and dilute liberalism of the centre (most of whose energy was devoted to demonstrating its anticommunist orthodoxy) to the ravings of the far right.

Moreover, although it was possible to avoid military service if one played the system

slightly enough, deviants or screwups were sure to be punished with conscription. So that even more than most university generations we were socialized: To Get Along You Go Along.

The generation that came to maturity under McCarthyism is today moving into America's leadership positions. These are the intellectuals and professionals, the academics and the managers, who experience no discernible disquiet in the face of the U.S.'s unprecedented and appalling dangerous military buildup, in the dismantling of social welfare and the cleaving of America into the nation of the rich and the nation of the poor, in U.S.-sponsored terrorism in Central America in ardent disregard of national and international law. In lieu of undertaking the intellectual renewal the U.S. so desperately needs, they acquiesce in the stony birth of Reaganism. But this tiredness, this intellectual insouciance and moral squalor, did not emerge overnight: their origins, I submit, go back thirty years.

The U.S. paid far too high a price for its orgy of self-purification. There is an obvious message here for Canadians.

Ronald C. Newton
Department of History
Simon Fraser University

CORRECTION

In an article appearing in the April edition ("NDP affirms traditional support for education" — page 1, continued on page 15), the *Bulletin* incorrectly identified Michel Agnaffier, the NDP's new associate vice-president, as a former executive secretary of the C.A.E. Mr. Agnaffier is the Director General of the Centrale de l'enseignement du Québec (CEQ).

tunity to develop his talents as a teacher, researcher, and administrator. He has taken three or more sabbaticals and attended numerous conferences and seminars. He has had ample time to travel and engage in numerous activities, such as consulting. This person has also had an impressive use of publicly funded facilities such as labs, libraries, computers, athletics plus the back-up of technicians and secretaries.

Realistic solution overdue

As our institutions become older and more faculty approach the age of 65, the debate on mandatory retirement becomes more intensified and more difficult especially since we may in fact be discussing a contract for a colleague whom we have known or worked with for many years. However the problem will not go away and a realistic solution is long overdue.

Unlike miners or industrial workers who are exhausted at 65, professors are usually in good physical and mental health and willing to keep on going indefinitely. Since performance or lack of performance in the best of times is very difficult to gauge, let alone dismiss a person on that basis, it becomes self-evident that a tenured professor can stay on forever.

A brief résumé of a teaching career may be in order. At 65 years of age a professor has spent 35 years at the university in a highly prestigious intellectual environment working with young people. These have been exciting times of dynamic growth and development of departments, research projects, new facilities, accompanied by substantial salary increases and other benefits. In this period he has had plenty of time and oppor-

Status of Women

Sandy Casey
SWC member



Still a long way to go

In the Fall of 1986, a "Statement on the Status of Women in Canadian Universities" was passed by the executive heads of the member institutions of the Association of Universities and Colleges of Canada (AUCC). In part this statement read: "As educational institutions, universities have a special responsibility to play a formative and exemplary role in shaping a society that enables women to pursue, as freely as men can, careers appropriate to their talents and inclinations. Universities must ensure that the principle of equal treatment for both men and women informs all levels of institutional decision-making."

Surveys show lack of policies

These are fine words, but they ring hollow in the light of two surveys recently carried out by the AUCC. The first of these surveys inquired of administrators of AUCC's 65 member institutions whether at their universities policies existed with regard to gender neutral curriculum. Only five of the reporting universities have formal policies on gender neutral language, though other universities reported that they relied on informal practice to monitor university publications for gender neutral language. Gender equal environment, through affirmative action clauses in union contracts for example, is receiving attention on eight university campuses. No university has a policy regarding gender neutral curriculum. The AUCC study reports the reaction to gender neutral curriculum by some university administrators as concern over the means of implementing such a policy, while others warned of "conflicts" which might emerge among students, professors, and administrators in the face of attempts to put such a policy in place.

Job equity policies in short supply

In another survey, the AUCC asked administrators at its member institutions specifically whether formal employment equity policies existed at their universities. Of those replying, 16 answered that no policy existed, 12 universities reported that they were in the study or discussion stage, and 13 reported policies in place. Interestingly, a number of those with employment equity policies mentioned the Federal Contractors Program as a direct cause.

It is clear that most universities have yet to bring their policy statements in line with the principles of the AUCC's "Statement on the Status of Women in Canadian Universities." I find myself asking, "Have we really come a long way, baby?" There is still such a long way to go.

person in a job while (considering the salaries involved) sees nothing wrong with denying two other jobs!! This is in fact gross discrimination against young people and women in particular, especially since women are only now becoming more qualified in many areas of research.

The problem is not one of age discrimination but one of fair play and decency. As things stand now, the older generation has seized power in the university and refuses to let go. What moral right does the university have to turn out Ph.D.'s in areas where teaching is the only source of employment and then refuse to allow these same graduates into the profession?

As a step forward in this dilemma I suggest the faculty associations accept the necessity of retirement at 65 and negotiate a package to achieve this. Some of the benefits should be a reasonable pen-

sion, and continuing medical coverage, possibility of teaching one course, and having the use of the library, athletic, and lab facilities, etc.

The question is often posed — what should a person do after retiring who is in good physical and mental health?

For those of us who have worked in community service all our lives the answer is very clear. It is time to put something back into the community by doing voluntary work. This can take the form of raising money for the university, working with handicapped or underprivileged people, giving seminars in non-profit organizations, or volunteering to work in a less developed country. Our community cries out for help. The people who are most capable of giving it should not be found wanting.

Carl Goldman
Dept. of Civil Engineering
Concordia University

Sex, not gender

In the last two issues of the "Bulletin" I have seen an article and several letters about "gender discrimination". I know that incorrect usage gradually becomes respectable, and thus languages develop, but this still irritates me.

Gender is a grammatical classification which is applied to words. It can be masculine, feminine, neuter or common — at least, in the Indo-European languages. Sex is a biological classification which is applied to living beings. It can be male, female, or hermaphrodite.

We should recall Mark Twain's comments on the German language — "Where is the turnip? She is in the kitchen. Where is the beautiful and accomplished maiden? It has gone to the opera." We might also recall that, in one of Canada's official languages, a person may be male or female, but the word which denotes a person is feminine. Also, in Russian, an uncle and a bear are both male — at least the bear can be male — but the words which denote them, "dyadya" and "mishka", are masculine in gender and femi-

nine in form. So much for these complications. Let us hear about a person's sex, not gender, and about sex-discrimination, not gender-discrimination.

While on this subject, let me mention another of my aversions which is the indiscriminate avoidance of the word, or suffix, "man". Those who find this offensive and concoct such atrocities as "person the lifeboats" for "man the lifeboats" should recall that "man" in this context comes from the Latin, "manus", meaning a hand, which is of the feminine gender.

J.M. Daniels
Department of Physics
University of Toronto

Wrong date

Victor MacKinnon's statement in your March edition (p. 35) that Canada's constitution does not date from 1982 but is "one of the oldest constitutional documents extant in the world" is correct. But he is wrong to date it from the British North America Act 1867. That Act was grafted onto and continues to be burdened by a bundle of constitutional documents which

What would you like to be
when you grow up?

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Alberta universities 'must help pay' for deficit

by Henry Mandelbaum
Executive Director
Confederation of Alberta
Faculty Associations

Alberta universities will be compelled to 'help pay the price' for the decrease in provincial revenues. On January 9, Premier Don Getty gave a clear sign of his government's plan of attack on the deficit when he announced a 3% cut in the base operating grant for universities for the 1987/88 fiscal year.

These cuts were only part of the cutbacks announced by the government. Grants to universities, colleges, schools, social service agencies and health care facilities were all to be cut by 3%. Government departments were hit even harder.

CAFA President, Dr. Mark Sandilands, said the government's approach showed tunnel vision. The desire to decrease the deficit was so single minded as to blind the government to the consequences of its actions, he said.

As recently as two years ago, the Alberta Government described the universities as the door to the province's future. Economic diversification, through development of technology, was the key to Alberta prosperity and universities were the tool to achieve this end. The decrease in funding means this door will be

kept closed until the Alberta deficit is eliminated.

"Cutting back on university funding will not only create new problems for the government but will decrease the likelihood that the province will be able to get off its economic roller coaster," Dr. Sandilands said.

Deficit reduction is the priority of the Alberta government. With this in mind, the Minister of Advanced Education, Dave Russell, announced that the funding cuts for the upcoming fiscal year are only the first in a series of cuts to be implemented over the next few years.

The recent cutbacks are the latest, albeit most severe, decrease in funding for Alberta universities over the last few years. Small increases in operating grants coupled with inflation and expanding enrolments have resulted in a decrease in operating grant per full time equivalent student (FTE) every year but one since 1978/79.

According to data compiled by CAFA, there was a decrease of \$700 per FTE between 1978/79 and 1986/87 in constant dollar terms.

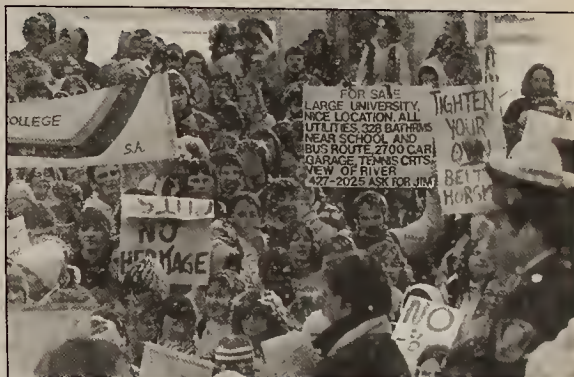
The cutback in operating grants is only one part of the government's assault on university funding. Mr. Russell also attacked what he called an 'unnecessary duplication

of faculties between the universities. He cited the presence of two faculties of law and medicine and three of management studies as examples of the purported duplication. He seeks to 'rationalize' the universities to eliminate this situation.

The Minister has not provided any studies which corroborate his assertion that there is unnecessary duplication. Indeed, the public response has been that the existence of the professional schools is meeting a public need.

Previously, the Minister had raised the spectre of the government tampering with tenure. After a heated response from faculty, he said that he had been misquoted and withdrew his remarks. Since then, Mr. Russell has not spoken out publicly against tenure. Private conversations with the Minister, his staff, and departmental officials have all confirmed that tinkering with tenure is not on the government's agenda.

These actions by the Advanced Education Minister leave quite a few questions. Are the statements regarding rationalization and tenure just trial balloons or are they on the government's long term agenda? Is the government trying to exercise greater control over university expendi-



University of Alberta campus: first of several large student demonstrations against funding cuts in Alberta over the past few years.

tures? Is it just seeking ways to reduce its own expenditures? Does it feel that it spends too much money on universities or is it cutting university funding because it views universities as a 'soft' target and does not expect them to complain too much if their funding is reduced?

To date, whenever the government has been con-

fronted with these questions, it has indicated that it does not want to tamper with the existing university system. The Minister has stated publicly that he does not want to interfere with institutional autonomy.

It will be the responsibility of CAFA and the faculty associations in Alberta to monitor the government's

activities over the next while to ensure that the Minister holds to his statements.

Alberta's universities have served the public well. The unfortunate attacks by the government can only hamper the delivery of quality research, teaching and community service which university staff provide.

Meanwhile... the scene is a bit brighter in B.C.

by Michelle Morissette
Bulletin correspondent

Administrators and students at B.C. universities are breathing a collective sigh of relief following a provincial budget which will give the province's universities and colleges their first operating grant increase in five years as well as a boost in student aid.

In its recent budget the provincial government announced that post-secondary institutions would

receive an overall increase in their base budgets of 5.8 per cent or \$36.4 million to \$695 million.

In addition a further \$27 million was set aside for as-yet-undetermined "special higher education initiatives".

Projects will be decided on after discussion with colleges and universities. The government further announced it would boost student aid by 51 per cent and that it would be introducing sweeping new changes to the student aid

program.

Those changes include a promise to increase student aid to \$50 million by 1990 as well as a pledge that eligible students would not have to incur a debt greater than \$12,000 for their post-secondary education. Any debt beyond \$12,000 would be paid for by the government, according to Advanced Education minister Stan Hagen.

University administrators said that while the operating increase may not be what they had ultimately hoped for it was certainly an indication that Victoria has recognized that B.C.'s universities and colleges are in trouble and that government attitudes are changing.

Meanwhile, student spokesmen said that while the student aid program doesn't go far enough it is a first step in restoring what was lost to students when the B.C. provincial restraint program slashed student aid from \$33 million in 1982-83 to about \$4 million in 1984.

Both students and administrators stressed however that the university system was far from being out of the woods yet due to the problems incurred during the past five years of restraint. During several years of actual budget cuts and several more years of freezes, universities were forced to cut back severely, paring programs down to the

bone, downsizing, and holding salaries back to one of the lowest levels in Canada.

University of B.C. President David Strangway said the budget reflected "a really good effort" by the government to improve the state of higher education. However, he added that the lack of detail made it very difficult to spot exactly what it would mean to UBC.

Ernie Scott, Vice-President Finance at Simon Fraser University said he was "buoyed by the increase in the sense that given the constraints currently facing the province — which is facing a billion dollar deficit — there has been some kind of response to post-secondary education, which is in itself encouraging."

But he warned that administrators were not harbouring any notion that the situation at B.C.'s universities could not be rectified overnight.

"There are considerable problems falling out from the past five years. We've downsized considerably and salaries are sharply constrained. We're very cognisant of this and one of our basic concerns is that much of the increase will go to salaries."

University of Victoria President Howard Petch said that while it was "nice to have an increase after a series of cuts universities were far from being on easy street yet."

Although the provincial

government has not yet divided the total allotment to the various universities and colleges in B.C. — a job it undertook to do when it abolished the Universities Council of B.C. earlier this year — Dr. Petch said the real grant to universities was more likely to be 4.7 per cent increase. The rest was earmarked from last year's excellence funding and debt services charges, he said.

He added that while the increase was welcome the university would still have to raise student fees and reduce planned expansions if it attempted to go ahead with plans to raise salaries up to market.

"They're already seven or eight per cent behind and we're trying to hold our position," he said.

Meanwhile, Stephen Scott, executive officer of the B.C. chapter of the Canadian Federation of Students said the federation was pleased with the new student aid program...as far as it stood now.

"We're pleased that the government is making some attempt to rectify some of the problems they created when they abolished student grants in this province and we're particularly pleased with the process they chose to use in coming up with this new program," he said.

"What is unfortunate is that it won't do anything for lost generation of stu-

dents out there, some of whom are carrying \$40,000 debt loads which they won't be able to have forgiven due to the restraint program."

In creating its new student aid program the province established a special student aid committee with members from all sectors of the government, public and the student population, including representatives from CFS. Briefs were presented and hearings held and the new plan developed from there.

The major items of the new program include:

- ☐ An increase in the maximum assessment for student assistance to reflect the cost of living.
- ☐ A reduction in the student loan debt to \$12,000 for students who successfully complete a post-secondary program.
- ☐ Equalization funds to assist first and second year students who must live away from their families.
- ☐ Provision for up to \$1,000 for adult basic education students and special need students at college.
- ☐ Providing financially sound wages with summer employment vouchers and matched wages paid by employers of students in an effort to stimulate summer jobs.
- ☐ Matched private donations to scholarship-bursary endowments.

See B.C./22

REGINA 1
Party. Mr. Hill and another partner have also received provincial government appointments.

Four defeated Conservative ministers have received appointments or contracts:
☐ The former energy minister, Paul Schoenfeldt, was named Chair of the Potash Corporation at a salary of \$78,000.

☐ The former environment minister, Timothy Embury, received a portion of a \$500,000 contract to study the efficiency of the provincial government.

☐ The former social services minister, Gordon Dirks, received \$30,000 to conduct a study of private schools in the province.

☐ The former justice minister, Sidney Dutchak, was

named the acting president of the Saskatchewan Housing Corporation for three months.

The *Globe and Mail* story noted five other major patronage appointments.

According to the *Globe and Mail*, the Deputy Premier, Eric Bernston, said that the Government did not have time to advertise the Ombudsmen job because the act specified that the position had to be filled as soon as the term of the previous incumbent ended. He also said that the series of appointments was no different from appointments by other governments in Canada including the previous NDP government in Saskatchewan.

The Opposition and many of the affected groups, including the students at the University of Regina, have urged the recall of the Legislature to debate the crisis.

Gov't initiatives on R&D: positive action or PR?

In recent months the Conservative government has announced a spate of initiatives in science policy. These moves were heralded by various references to universities and to research in the Speech from the Throne in November where the government promised a national forum on postsecondary education and a renewed focus on research. CAUT had actively lobbied to persuade the government to include such issues in the Speech.

On March 4, the Prime Minister spoke at the University of Waterloo. He noted that Canada had "...relegated research and development to a peripheral role in our national life when in fact it is the cornerstone of great and sustained future endeavor." It was, he said, essential to reverse this trend. He laid great emphasis on the transfer of scientific ideas and technology to industry. He claimed that the new patent policy of the government in the area of drugs would generate \$1.4 billion of new investment. He stated: "We want to be known not only as a resource-rich nation, not only as a trading nation, but as a nation known for our brain power, our ideas, and our intellectual and educational achievements." There were, however, no announcements regarding university research policy and no new federal funds provided despite the fact that it was rumoured in Ottawa that the Prime Minister would announce some \$300 million in new initiatives.

On March 12, the Minister of State for Science and Technology, Frank Oberle, completed negotiations with his provincial counterparts for the

creation of a national science policy. The ministers agreed to six general principles in relation to science policy including a commitment to encourage both basic and applied research and to ensure the availability of highly qualified persons. The federal background paper recognized the vital role of the universities in these areas. The ministers also agreed to create a Council of Science and Technology Ministers to monitor the implementation of policy. Seven working parties were set up (see box) under various ministers. It was clearly an achievement on the part of the Tories to have persuaded all ten provincial governments to sign, but no funds were forthcoming for research from either level of government as a consequence of this accord.

The government has also laid great stress on the creation of a Canadian Space Agency and of a comprehensive Canadian space program. The centerpiece of this has been participation in the building of the "space garage" on the space platform to be launched by NASA. In April that part of the program seemed to be coming unglued as a consequence of American insistence that the space platform be used for military purposes. Mr. Oberle announced that in such an eventuality, Canada would co-operate with the Europeans in another space project not committed to military ends. The details of the space program had not been announced at the time of writing. The opposition insisted that the funds would come from the termination of other programs at the National Research Council. Some sci-

tists, such as the Dean of Science at Carleton, questioned the merits of the space program, but Mr. Oberle insisted in his interview in this issue of the *CAUT Bulletin* that the space program would not result in the killing off of other scientific endeavours. There was also fierce competition among Canadian cities for the headquarters of the agency.

The Prime Minister announced the creation of a new National Advisory Board on Science and Technology. This had been promised in the Speech from the Throne (see box on page 11). The Prime Minister will chair this committee — a structure which has also been followed in Sweden and in Japan. The Board has had an initial meeting. It has created three sub-committees including one on university research headed by Pierre Lor. There was not much publicity because the government feared that those involved might think they were merely part of a public relations exercise. The Committee will meet again in June.

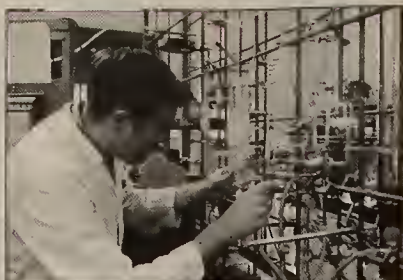
On March 24, Mr. Oberle spoke in Toronto and unveiled another part of his science policy which he labelled "InnovAction". He noted five areas of federal government involvement — industry innovation and technology diffusion, strategic technologies, management of federal resources, human resources, and public education. He indicated that ministers would be announcing specific policies in the near future including a strategy for microelectronics. "I think you will see before summer that the leadership you expect from the government is being provided to take

Canada in the direction we all want to go."

The background paper issued with the InnovAction program recognized that universities faced a serious problem of obsolescence of equipment and that "lack of funds for university research equipment has been identified as a major barrier to technological innovation". The Minister stated that a Federal-Provincial-Territorial Working Group had been established under the National Science and Technology Policy to examine this and other issues related to basic research in the universities.

Mr. Oberle also announced that there would be a national conference on technology in January to review the work of the government to that date.

On March 30, David Crombie, the Secretary of State, announced the framework for the National Forum on Postsecondary Education which will be held in Saskatoon from October 25-28. The minister said there had been federal/provincial agreement on five themes: (a) a strong and accessible post-secondary education system, (b) the development of Canada's human resources, (c) the creation of knowledge through university research, (d) the role of higher education in social and cultural development, and (e) the financing and management of post-secondary education in a period of restraint. An advisory council was announced (see box p. 12) with Brian Segal, the President of Ryerson, as Chair, and Jean-Guy Paquet, Rector of Laval, and Dr. Sylvia Fedoruk, Chancellor of the University of Saskatchewan as Vice-Chairs. A former President of CAUT,



CAUT wants action on research funding.

Gordin Kaplan of the University of Alberta, was named to the Board, as was a former President of the University of Winnipeg Faculty Association, Claudia Wright. The minister said in the House that the Forum would be an arm's-length operation even though it will be financed by Ottawa. He also said it as an occasion for the federal government to show leadership, not of the dirigiste but of the cooperative type.

The CAUT has urged that

the forum lead to some concrete results, otherwise it is likely to be viewed as a public relations exercise. In particular, the CAUT has urged the Prime Minister to take some of the key issues from the Forum discussion to the First Ministers' Conference in November. At that time Ottawa plans to respond to the call made by Premier Peterson at the conference in late 1986 for the doubling of funds for research and development in Canada.

Turner says Liberals would do better than PCs on R&D funding

Federal Opposition leader John Turner says that a Liberal government would restore the budgets of the three major granting agencies and provide more funding for university-based research.

"We look upon research as an investment," Turner told *Western News* in an interview following his appearance at the School of Business Administration March 19.

"The Conservatives promised to double their research commitment in the very two years in office. We're very disappointed that they have not done so," he said.

Besides restoring the budgets of the Medical Research Council, Natural Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council to their pre-cut levels, the Liberals would pump more money into research and development, Turner said. Just how much more money would depend on "financial consideration," he added.

The Opposition Leader appeared before a standing-room-only crowd where he made some brief remarks and answered questions. He was quizzed on such issues as education, free trade, immigration policy, universal day care, cruise missile testing and the Progressive Conservatives' decline in popularity polls.

Referring to himself as "a great admirer" of Western,



John Turner

the University of British Columbia graduate told the audience that Canada must give a higher priority to research and development and "make a greater investment in the intellectual wealth of the country."

Although he thinks that Canadian students studying abroad can have a valuable experience, the Opposition leader said young citizens should not have to leave the country to pursue either educational or research-oriented careers.

Turner promised that a Liberal government would draw up a national education policy to deal with such concerns as accessibility, student assistance and bursaries, research and professional standards to improve oppor-

See TURNER/7

Federal-Provincial-Territorial Working Groups established under the National Science and Technology Policy

1. Increasing Canada's R&D Efforts, chaired by the Federal Government.
Contact: Mr. David Henderson
Director General
National Science and Technology Resources
Ministry of State for Science and Technology
240 Sparks Street
Ottawa, Ontario
K1A 1A1 (613) 998-4024
2. Strategic Technologies for the Resource Sector, chaired by Ontario.
Contact: Mr. David Redgrave
Assistant Deputy Minister
Policy and Technology Division
Ministry of Industry, Trade and Technology
3rd Floor, Hearst Block
900 Bay Street
Toronto, Ontario
M7A 2E1 (416) 963-1373
3. Technical, Marketing and Financial Assistance for Science and Technology, chaired by Newfoundland.
Contact: Mr. George Greenland
Assistant Deputy Minister
Department of Development and Tourism
P.O. Box 4750
St. John's, Newfoundland
A1C 5T7 (709) 576-3980
4. Technology Transfer, chaired by Quebec
Contact: M. Jean Bouchard
Directeur-général de la technologie

Ministère du commerce extérieur et du développement technologique
875, Grande Allée Est
Edifice H, 3ième étage
Québec (Québec)
G1R 4Y8 (418) 644-9136

5. Basic Research, chaired by Quebec
Contact: M. Camil Guy
Directeur, Direction des politiques et des priorités scientifiques
Ministère de l'Enseignement supérieur et de la science
1000, route de l'Eglise, 5ième étage
Sainte-Foy (Québec)
G1V 4E1 (418) 644-4742

6. Social/Cultural Impact of Science and Technology, chaired by Manitoba
Contact: Mr. Paul Robinson
Senior Technology Advisor
Technology Division
Manitoba Industry, Trade and Technology
430-155 Carlton Street
Winnipeg, Manitoba
R3C 3H8 (204) 945-0126

7. Science and Technology and Regional and Economic Development, chaired by Nova Scotia
Contact: Dr. James McNiven
Deputy Minister
Department of Development
1800 Argyle Street
Halifax, N.S.
B3J 2R7 (902) 424-5681

R & D: de l'action ou des relations publiques?

Durant des derniers mois, le gouvernement conservateur a annoncé que la politique établie dans le domaine des sciences serait sujette à un grand nombre de modifications. Ces changements, qui touchaient principalement les universités et la recherche, ont été annoncés dans le discours du trône de novembre par lequel le gouvernement promettait un forum national sur l'enseignement post-secondaire et une façon renouvelée d'envisager la recherche. L'Association canadienne des professeurs d'université avait fait pression sur le gouvernement pour le persuader d'inclure ces questions dans le discours.

Le 4 mars, le Premier ministre parlait à l'Université de Waterloo. Il remarquait alors que le Canada avait "confiné la recherche et le développement dans un rôle secondaire au pays quand, en fait, ils sont la pierre angulaire de tous nos efforts pour réaliser les grands projets d'avenir." M. Mulroney a affirmé que cette tendance devait être corrigée. Il a mis en relief l'importance du transfert des idées scientifiques et de la technologie à l'industrie. Le Premier ministre a déclaré que la nouvelle politique du gouvernement sur l'attribution des brevets aux médicaments allait créer 1,4 milliard de dollars en nouveaux investissements.

Il a précisé: "Notre pays ne veut pas être reconnu seulement pour la richesse de ses ressources et pour son commerce, mais également pour la puissance de sa recherche, ses idées et ses réalisations dans le domaine intellectuel et éducationnel."

Cependant, aucune référence n'a été faite à une politique sur la recherche universitaire ou à de nouvelles subventions fédérales malgré la rumeur circulant à Ottawa que le Premier ministre allait annoncer l'attribution de quelque 300 millions de dollars à de nouvelles initiatives.

Le 12 mars, le ministre d'Etat aux Sciences et à la Technologie, Frank Oberle, a achevé ses négociations avec ses homologues provinciaux pour l'établissement d'une politique nationale sur les sciences. Les ministres se sont entendus sur six principes généraux reliés aux sciences et se sont engagés à encourager la recherche fondamentale et la recherche appliquée et à assurer la disponibilité de personnes hautement qualifiées. Le document de travail fédéral a reconnu le rôle primordial des universités dans ces domaines. Les ministres ont également convenu de créer un Conseil des ministres aux Sciences et à la Technologie pour contrôler l'application de cette politique. Sept groupes de travail chapeautés par différents ministres ont été constitués. Pour les conservateurs, avoir obtenu les signatures des dix gouvernements provinciaux était certainement un succès mais cet accord, pas plus au niveau du fédéral que des provinces, ne prévoyait de fonds pour la recherche.

Le gouvernement a aussi beaucoup insisté sur la création d'une agence spatiale canadienne et d'un vaste programme spatial canadien. Le point central de ce projet a été la participation à la construction d'un "garage spatial" sur la plate-forme qui doit être

lancée dans l'espace par la NASA. En avril, cette partie du programme semblait demeurer lettre morte en raison de l'insistance des Américains pour que la plate-forme spatiale soit utilisée à des fins militaires. M. Oberle a annoncé que, dans une telle éventualité, le Canada collaborerait avec les Européens à un autre projet spatial destiné à des fins non militaires. Les détails du programme spatial n'avaient pas été annoncés au moment de la rédaction de cet article. L'opposition a insisté pour que des fonds soient libérés par l'intermédiaire d'autres programmes du Conseil national de recherches. Certains scientifiques, comme le doyen des Sciences de l'Université Carleton, mettaient en doute les avantages d'un programme spatial, mais M. Oberle a souligné durant son interview publié dans ce numéro du *Bulletin* que le programme spatial n'annulerait pas d'autres efforts accomplis dans le domaine scientifique. Les villes canadiennes se sont également disputées le privilège de voir s'installer chez elles les quartiers-général de l'agence.

Le Premier ministre a annoncé la création d'un nouveau Conseil consultatif national sur les Sciences et la Technologie. Ceci avait été promis dans le discours du trône (voir texte/page 11 pour les membres). Le Premier ministre présidera ce comité — modèle qui a aussi été suivi en Suède et au Japon. Le Conseil s'est déjà réuni une première fois. Il a mis sur pied trois sous-comités dont un sur la recherche universitaire présidé par Pierre Lortie. Cette initiative n'a pas fait l'objet de

beaucoup de publicité car le gouvernement craignait que les personnes engagées pensent qu'il s'agissait principalement d'un exercice de relations publiques. Le comité se réunira de nouveau en juin.

Le 24 mars, M. Oberle a pris la parole à Toronto et a dévoilé une autre partie de sa politique, intitulée "InnovAction", qui s'appliquera dans le domaine des sciences. Il a mis en évidence cinq domaines dans lesquels le gouvernement s'est engagé: innovation dans l'industrie et diffusion de la technologie, technologies stratégiques, gestion des ressources fédérales, ressources humaines et éducation nationale. Il a indiqué que les ministres annonceront des lignes de conduite spécifiques dans un proche avenir ainsi qu'une stratégie pour la micro-électronique. "Je crois, et j'ai dit, que vous verrez avant l'été que le gouvernement assure le leadership que vous attendez de lui pour mener le Canada dans la direction que nous voulons tous suivre".

Le document de travail publié avec le programme InnovAction reconnaissait que les universités font face à un sérieux problème de vieillissement de l'équipement et que "le manque de fonds pour l'équipement destiné à la recherche dans les universités constitue un obstacle majeur aux innovations techniques".

Le ministre a annoncé qu'un groupe de travail constitué de représentants du fédéral, des provinces et des territoires a été établi en vertu de la politique qui régit les sciences et la technologie afin d'examiner cette question et d'autres sujets reliés à la recherche fondamentale dans les universités. M. Oberle a également annoncé la tenue d'une conférence nationale sur la technologie en janvier afin de revoir le travail accompli par le gouvernement jusqu'à cette date.

Le 30 mars, le secrétaire d'Etat, David Crombie, annonçait l'établissement d'un cadre de travail pour le forum national sur l'enseignement post-secondaire qui se tiendra à Saskatoon du 25 au 28 octobre. Le ministre a dit qu'un accord fédéral/provincial était intervenu sur cinq thèmes: a) un système d'enseignement post-secondaire solide et accessible, b) le développement des ressources humaines du Canada, c) le développement des connaissances par la recherche universitaire, d) le rôle de l'enseignement supérieur dans le progrès social et culturel, e) le financement et la gestion de l'enseignement post-secondaire durant une période de restriction.

La création d'un conseil consultatif a été annoncée (voir texte/page 12) avec Brian Segal, le président de Ryerson, qui agit à titre de président, ainsi que Jean-Guy Paquet, recteur de Laval, et le Dr Sylvia Fedoruk, chancelier de l'Université de Saskatchewan, qui en seront les vice-présidents. Un ancien prési-



John Polanyi, chimiste de l'U de T lauréat du Prix Nobel

dent de l'ACPU Gordian Kaplan, de l'Université de l'Alberta, a été nommé au comité directeur ainsi qu'une ancienne présidente de l'Association de la faculté de l'Université de Winnipeg, Claudia Wright. Le ministre a dit en Chambre que le forum serait une opération effectuée à distance bien que financée par Ottawa. Il y avait aussi une occasion pour le gouvernement fédéral de montrer son leadership, non dans un esprit dirigiste mais de coopération. L'ACPU a expressément demandé que le forum mène à

des résultats concrets, sans quoi il sera considéré comme un exercice de relations publiques. En particulier, l'Association a pressé le Premier ministre de prendre quelques sujets clés discutés au forum pour en débattre lors de la conférence des Premiers ministres en novembre. A ce moment, Ottawa compte répondre à la demande adressée durant la conférence de fin 1986 par le premier ministre Peterson de doubler les fonds consacrés à la recherche et au développement au Canada.

TURNER.....6
tunities and halt the "brain drain" to the U.S.

Diversion of provincially-received federal transfer payments intended for post-secondary education to other uses is "my greatest complaint about the provinces," the Opposition leader said.

The federal government could ensure that those monies are used for education through a renegotiation of transfer payment arrangements with the provinces, he suggested.

In response to a question about varying differential fees for foreign students across the country, Turner said the transfer payment renegotiations could include the establishment of a uniform fee schedule for international scholars.

If Canada is to remain a competitive force in international trade and commerce, the country should "welcome foreign students, especially those from the Pacific Rim" with "open arms," he said. "We should do this because those students go back to their countries as friends of Canada," Turner added that enhancement of Canada's world image also results from accepting international students.

Following his appearance, sponsored by the UWO Liberal Club, Turner was made an honorary member by club president Thom Palmer. The Opposition leader also received a UWO jacket with "Turner 88" on the back in black lettering.

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Science policy heavy on rhetoric

Editorial from the Toronto Star

It's a start, but an agreement last week between Ottawa and the provinces on a national science and technology policy sounds better than it looks.

The so-called age of information and technology has been upon us from the beginning of this decade, and during these years we have heard the same warnings from all quarters — that we have to move from a resource- and manufacturing-based economy to one utilizing technology to create knowledge-based industries. But if it took this long to come up with a national policy — one that is strong in the rhetoric of good intentions but weak on how they may be carried out — how long will it take to implement it?

In a statement barren in detail, Frank Oberle, federal minister of state for science and technology, and his provincial counterparts declared that "this historic agreement will ensure that science and technology are used to promote economic, social and regional development in Canada through ongoing co-operation among governments and between the public and private sectors."

The most specific the science ministers would be was to say that in co-operation with various sectors they will encourage the commercialization of technology by promoting technology "diffusion" and by

strengthening applied research and industrial innovation.

At the heart of this new national policy, then, is applied research. Research in pure science seems to be on the backburner of national policy. And that is to be lamented, for pure science — that is, science that attempts to answer the fundamental questions of nature — is invaluable to the future wealth of any country; it acts as a crucible for applied research and technological development. "Advances in, say, microelectronics and genetic engineering are not achieved by self-educated inventors at a bench in the basement, but by individuals whose skills have been honed in the best scientific environment the world has to offer," says John Polanyi, the Nobel prize-winning chemist at the University of Toronto.

Meanwhile, another issue the ministers were muted on was funding. As the Canadian Association of University Teachers commented, if a national strategy does not include a funding plan, "most people will conclude it is words, not action."

Indeed, words — as well as the promise of more meetings — are all we have as a national strategy so far. And as the rhetoric continues, Canada's trade deficit in high-tech products grows at a rate of 15 to 20 per cent a year.

H of C committee proposes tax changes for social science and humanities research

by Richard Bellaire
CAUT staff

The House of Commons Committee on Finance and Economic Affairs has recommended that the Income Tax Act be amended to change Section 2900 of the regulations which defines scientific research to include social science and humanities research. Currently, the regulation prohibits social science and humanities research from being considered "research" under the Income Tax Act.

The importance of this change is that it would allow social science and humanities research to be accorded the same standing and tax considerations as any other type of research such as research in the natural sciences or medi-

cal sciences. Under the Income Tax Act, firms performing research get various special tax advantages in the form of tax credit allowances to help defray the costs of this research.

The Committee stated: Discriminating against the social sciences and humanities could be short-sighted. In addition to the technical side of business there is a human side. Efficiency may be improved — and unit costs lowered — by focusing research on this human side. Not all English professors or sociologists will be doing work of interest to business, of course, just as not all theoretical physicists experiment so that factory owners will have lower costs.

CAUT and other groups, such as the Social Science Federation and the Canadian Federation for the Humanities, had called for this move.

Given the new matching grant system for the federal research granting councils, under which the federal government will match private-sector research expenditures through the councils; this change will place the three councils, including the Social Sciences and Humanities Research Council, on an equal footing.

The proposed amendment would have to be approved by the Department of Finance. CAUT has written to the Minister of Finance urging him to adopt this change to the regulation.

La recherche en sciences sociales et humaines serait considérée par la loi de l'impôt

par Richard Bellaire

Le Comité des finances et des affaires économiques de la Chambre des Communes a recommandé que la Loi de l'impôt sur le revenu soit amendée pour que l'article 2900 des règlements qui définissent la recherche scientifique inclue la recherche en sciences sociales et humaines. Actuellement, la réglementation interdit de considérer que la recherche en sciences sociales et humaines fait partie de la "recherche" selon la Loi de l'impôt sur le revenu.

L'importance de ce changement vient du fait qu'il permettra à la recherche en sciences sociales et humaines de se voir accorder le même statut et les mêmes compensations fiscales que tout autre type de recherche comme la recherche en sciences naturelles ou médicales. En vertu de la Loi de l'impôt sur le revenu, les firmes qui se

livrent à la recherche bénéficient de nombreux avantages fiscaux particuliers sous la forme de crédits d'impôt pour les aider à défrayer les coûts de cette recherche.

Le Comité a déclaré: La distinction faite au détriment des sciences sociales et humaines pourrait être réduite. À l'aspect technique des affaires s'ajoute un aspect humain.

L'efficacité peut être augmentée — et les coûts unitaires abaissés — en centrant la recherche sur cet aspect humain. Bien sûr, tous les professeurs d'anglais ou les sociologues n'exécuteront pas des travaux qui intéresseront les entreprises, comme tous les physiciens ne feront pas des expériences qui permettront aux propriétaires d'usines de diminuer leurs prix de revient.

L'Association canadienne des professeurs d'université et d'autres groupes comme la Fédération des sciences sociales et la Fédération canadienne des sciences humaines avaient demandé cette modification. À cause du nouveau système d'alignement des subventions pour les conseils fédéraux de subvention à la recherche en vertu duquel le gouvernement fédéral équilibrera les dépenses que consacre le secteur privé à la recherche par l'intermédiaire des Conseils, ce changement placera les trois Conseils, dont le Conseil de la recherche en sciences sociales et humaines, sur un même pied.

L'amendement proposé devra être approuvé par le ministre des Finances. L'Association canadienne des professeurs d'université a écrit au ministre des Finances en le pressant d'adopter cette modification au règlement.

Starving science is fed words

by David Suzuki, from the G&M

Prime Minister Brian Mulroney visited the University of Waterloo on March 4 and made some stirring remarks about the central place of science in the Canadian economy.

He announced that his Government is going to ensure that we will be able to compete for part of the global high-tech market.

He paid lip-service to the fact that science is the main source of technological innovation today, but he has given no indication that he means what he says or knows how to help it.

Ever since I returned to Canada in 1962, politicians have made statements about the value of science and their intent to support the scientific community. However, no government I've seen at the federal, or provincial level has had any real understanding of why it is important to support science or how to go about building a world-class presence in the area. Canadian scientists have always been severely underfunded relative to their peers in highly industrialized nations.

I have interviewed all but two of the ministers of state for science and technology. Of them, perhaps Bud Drury offered the best explanation of why science has fared so poorly in Canada. He told me that science is essentially a frill. "After all," he said, "the language of science is English and most of it is done by the United States. Since it is freely available, we get it all for nothing."

Politicians trot out science when it is convenient, so the scientific community has been yanked up and down, held hostage to the political climate of the moment. The current Government is no different from its predecessor but Mr. Mulroney's party ran on the promise of raising research and development support to a level comparable to that in Japan, the United States and West Germany. In those countries, it is more than 2.5 per cent of the gross national product, while Canada's support is less than 1.5 per cent.

Since achieving office, the Government has made reduction of the deficit its main goal, and science has had to absorb cuts. Thus, spending has been cut back at many government labs while areas designated as priorities (such as space research) have had an infusion of support. That is the Government's right, of course, but it can't have it both ways — cutting back on an already undersupported group while demanding that the group be globally competitive.

Canadian scientists do less than 4 per cent of all of the research done around the

world, so the chance that one of our scientists will make a big breakthrough is very low. So then, do we agree with Mr. Drury, that we support science only as a frill? Most definitely not. The price of a front-row seat at the "theatre" of discovery is having a community of world-class scholars.

Our top scientists are Canadians' eyes and ears to the vast body of research going on around the world. Without them, we are blind and deaf and doomed to buy other people's inventions, because we can't capitalize on ideas quickly enough.

How do we establish a world-class community of scientists? Not the way provincial and federal governments have been doing it. It is silly to think that Canada will suddenly carve out a place in the international market by identifying "strategic" areas and infusing them with a bit more money.

Politicians like to set up institutes, construct buildings and buy equipment. When scientists were begging for more money for operating grants, then-prime minister Pierre Trudeau set aside \$51-million in capital funds to construct the Biotechnology Research Institute in Montreal. That's how he thought we would get into a hot area. In British Columbia, former science minister Pat McGeer established Discovery Parks adjacent to four B.C. institutions of higher learning, as if they would become counterparts to California's famed Silicon Valley. They had it all wrong.

It is people who innovate. We must support imaginative, original, bright people. We do it on *faith* based on past evidence that supporting them will pay off. Contrary to what bureaucrats think, science does not proceed in a linear fashion from idea A to B to C to, for example, a cure for cancer. The very essence of science and the reason it is so fascinating is that we don't know where our ideas and experiments will lead. It is totally unpredictable.

Building a world-class community of scientists is not like setting up a factory to make radios or shoes. Scientists must have a climate in which they feel valued, supported and respected.

Over time, they will attract other scholars by the quality of their work. A centre of excellence will evolve out of which ideas and applications will flow.

Unfortunately, politics demands payoffs on investments before another election, a time frame that does not permit good science to take hold and flourish. And that is why I'm so skeptical when I hear yet another inspiring speech. It's all just words.

PCs boosting science with quiet efficiency

by Marjorie Nichols
for Southam News

The trouble with free trade is that it has become such an obsessive focus of press and politicians that other major initiatives of the Mulroney government have been shunted into the shadows.

One of the most notable victims of this tunnel-vision view of the nation's business is the government's ambitious program to deal with the crisis in science and technology.

The word crisis is mine. For reasons that puzzle, the prime minister has refrained from trotting out his red-hot rhetoric to attract attention to the depleted state of the country's brain power.

While the government's words have been low key, its actions have not. The effort to correct the country-wide poverty in scientific research and development is one of the most ambitious since the rallying of national support a decade ago to deal with out-of-control wages and prices.

Three weeks ago the inaugural meeting was held in Ottawa of the 35-member,

high-powered National Advisory Board on Science and Technology, which is chaired by the prime minister.

The prestigious group includes three university presidents and seven leading academics, including Nobel laureate John Polanyi, in addition to representatives of organized labor and senior executives from virtually every business sector, from oil and banks to telecommunications, chemicals and computers.

In addition to the prime minister, federal representatives on the board include Science Minister Frank Oberle, Finance Minister Michael Wilson, Industrial Expansion Minister Michel Côté, National Research Council President Larkin Kerwin, Science Council Chairman Stuart Smith and Privy Council Clerk Paul Tellier.

The objective of the advisory board, simply stated, is to devise new policy to deal with Canada's dismal performance in the development of world-competitive industrial technology.

On a foray last week to the University of Waterloo, the prime minister recited some of the grim statistics:

•private-sector research and development spending in Canada is lower than in most developed economies;

•Canada has only 90 scientists and researchers per 100,000 population compared to 280 in the U.S., 240 in Japan, 150 in Germany and 140 in Britain;

•provincial government spending on research and development is almost nonexistent. The 10 provinces spend only \$400 million on R&D while the federal government now spends \$4 billion annually.

In his speech to Waterloo students, Mulroney reiterated his government's commitment, as outlined in last fall's speech from the throne and last month's federal budget, to put science at "the top of the national agenda."

A new federal-provincial agreement on science and technology objectives is expected to be signed by month's end.

Free trade is but one plank in the government's oft-stated economic strategy. Deregulation and privatization, monetization of financial institutions and new programs to assist small business and upgrade science and technology are the others.

All programs are proceeding in tandem and according to schedule, but with the possible exception of the privatization program, the rest have produced little but a yawn.

The controversial patent drug act amendments, long urged by the country's 4,000 medical and biological researchers to guarantee more research in Canada, are an integral part of the government's new science policy. But, of course, the scientific and economic logic of the move is a victim of the free-trade hysteria.

In his Waterloo speech, the prime minister estimated that amendments to patent and copyright law would generate "some \$1.4 billion in new investment and career opportunities" for university graduates.

Maybe Mulroney should have pointed out that Canada no longer has anything to fear from a brain drain.

Frank Oberle: toward a national science policy

This is the text of an interview conducted by CAUT Executive Secretary Donald Savage with the Minister of State for Science and Technology, Frank Oberle. The interview took place in late March.

CAUT — First, I would like to thank you very much for agreeing to do this interview for the *Bulletin*.

OBERLE — Let's hope it's my pleasure when we are through.

CAUT — I hope so too. Perhaps we could start with some questions about the national science policy. First of all, what for you is the significance of the national science policy that was announced last week?

OBERLE — Well, the significance is obvious. Any attempts by the federal government toward any of the provinces or a combination of the provinces to respond to the challenges that are out there on its own would be doomed to failure. One of the problems that we're trying to remedy has to do with the fact that we have not been able to combine our energies and resources in pursuit of truly defined national objectives; so that the benefit of the national policy seems obvious. Not only do we have a unanimous agreement, limited as it has to be naturally, but the enthusiastic support toward all elements of the agreement from all provinces. **CAUT** — One aspect of the agreement is to create a national council of science ministers. Can you tell me a bit about how you think that will function?

OBERLE — We made that decision in Montreal in December; the Vancouver meeting was actually the first meeting of the Council. Yes it will help, through the decisions and the reports of the ministers to the sub-committees that will report to the council. The sub-committees will in a formal way be channeled through MOST, through my department, and to the new prime ministerial council on science and technology so that we have a clear indication of where our strengths are, where our weaknesses are, to what areas we could best apply the new instruments of technology to regain our industrial competitiveness and build on excellence in basic research in the various institutions and various regions of the country. So, in that sense, the council is very important to make sure that the federal initiatives and the federal strategy that has been developed and that will be embarked upon will be accepted and strengthened by provincial action.

CAUT — Do you have an understanding with the provinces on areas to emphasize in R&D?

OBERLE — Yes, they're consistent with the ideas that have crystallized in my mind that will be part of the national strategy I will be announcing next Tuesday in Toronto. Basically at first they (the provinces) had concerns as well; the first one perhaps is to use the new technologies to overcome the historic problems of regional disparity, that we may aspire to regionally and nationally in terms of industrial benefits that could be generated. So in that regard, and I say this again and again, as I did in Vancouver last Thursday, I have the greatest support from the central provinces. The whole concept of the central provinces and public awareness, which is such a fundamentally important and such a fundamental prerequisite to any meaningful action of any government undertaking, is important equally to the provinces. It's in that area where I need, of course, provincial cooperation because we have to reach into the schools, not only the university, and to bring that awareness about and to start building that culture. Then, of course, they agree with us that we have to begin training highly qualified people that the new age demands and perhaps attempt to place a greater emphasis on the natural sciences and social sciences that the new age demands. An awareness that we have to concentrate perhaps on the strategic industries a bit more, that we need to revitalize our provincial industries in the regions. So these are some of the items that were discussed and where there is a clear consensus. It is built on the

areas of high tech where we have a critical mass where we have developed an excellence as in the aerospace industries.

CAUT — What role do you see for the universities in the national strategy?

OBERLE — Well, the universities' role will be increasingly critical. We're going to insist, and again this comes up again and again in all my talks in the provinces, that we have to maintain a proper balance between basic fundamental research and the applied side. The problem of the universities will be looked at to be called upon to play a major role in both areas, and then federal provincial cooperation of course is critical. We cannot afford to run off in different directions, and any time the federal government finds some additional resources to channel into the universities, the provinces would vacate the field. So it's encouraging to me that that is an element which is part of our new national policy and for the first time in Canadian history we have the consent of the provinces to sit down with us in public in a national forum on postsecondary education and discuss these important issues.

CAUT — On that national forum on postsecondary education, I presume that you foresee there will be a science component of some importance. Is that right?

OBERLE — Indeed, as you know, research has been one area where the provinces have made room for the federal government for direct programme management and I have all kinds of ideas about the federal role and how to strengthen and improve our efforts to get better results.

CAUT — Do you plan to yourself personally be at the national forum?

OBERLE — I haven't thought about it, but I would certainly expect to be there with Mr. Crombie.

CAUT — There are some common scientific services which the NRC funds for more than one university, like TRIUMF, like the telescope in Algonquin Park, and these seemed to fall victim to budgetary cuts last year and perhaps this year. I wondered whether that was a sign in the other direction that the government wasn't terribly keen on the university side of research.

OBERLE — Well, as you know, the government does not manage the resources that are made available to the NRC; we have the Council and the Management Board whose job it is to manage the resources in the best interest of the country. Their job, of course, was difficult as well in the past without any clear directions from the government, without a national policy and a national strategy. I'm encouraged by some of the statements made by some of the managers at the NRC saying that it's encouraging to have a government that makes it clear where the nation is going, where we want to go. It makes their decisions much easier but they will always be required to establish the goals of relevance and follow them and to pursue new ideas, develop new systems. That's always been their role as was the case with AECL, as is now the case with space, and we would hope that the NRC will continue doing that. With regard to the Algonquin observatory, obviously we were concerned; with the consent of the management board and with their encouragement, we have appointed a task group to look at the cuts to make sure that nothing has been remiss with the decision.

CAUT — Not in the case of TRIUMF though. I'm sure the report said that TRIUMF was a good example of universities cooperating with the politicians, as in fact politicians always tell us to do. I think the implication of that remark is that it should have been reconsidered.

OBERLE — Well, as you know, there were no special cuts to TRIUMF in addition to those that had been imposed across the board on every department, every agency. Their recommendation was, as you recall, there should be no further cuts in their capacity to operate and indeed there won't be any further cuts, I'm assured. In fact there will be some increase to the budget to pay for some of the incremental costs.

CAUT — That's encouraging. In regard to

NRC in general, there's been some speculation that the government in fact intends to move basic research out of government labs to universities and I was wondering first of all whether there is any truth to that and, if there is, whether some money would move at the same time.

OBERLE — Well, I have been criticized for my view on that question which is basically that basic research is best performed in universities. It is combined with a very important function, that of training and teaching of scientists. I make no apologies for expressing those views. On the other hand, the NRC will always be the best custodian of the large facilities which universities, private sector groups and in-house scientists and researchers can use, such as observatories and the TRIUMF facility. So there will always be a function for the NRC in basic research. They have been strong in these areas. They have taken some courageous decisions in the past which have helped us assist Canadians to gain pre-eminence throughout the world. It is certainly not my intention to deprive them of that role in the future.

CAUT — Our members in B.C. are not only interested in TRIUMF as is but as it might be too. Is there any hope for the plans to expand TRIUMF?

OBERLE — Well, I certainly would like to think so, you know, coming from Vancouver. Whatever the decision is going to be, it's perhaps the toughest and most difficult to make. There's no question in my mind, obviously I'm not a physicist, but from the best information that I have from the various people at the KAON factory, it is good science. It could build on the prestige that we've earned for ourselves throughout the world and meets the needs of high energy physics research. It's the competing interests and projects that make it very difficult. It's a very costly proposal, not just in the capital cost but the operating cost which would increase by \$50 million a year. That's a large amount of money, particularly in the current circumstances when one is trying to work within a fiscal frame work.

CAUT — We could perhaps turn to the federal granting councils. I wonder if you would like to say a word or two about what you and the government hope to achieve with the matching grant scheme that's been put in place.

OBERLE — Well, basically my main objective and that of the government is to break down, as we call it, the three solitudes of government intervention in research and science activities, the universities doing their thing, and the private sectors out there doing their thing. So the idea is to encourage linkages between the universities and the government and, more critically, the two of them with the private sector. So what we're trying to do with the rather generous tax regime which we have put in place of the SRTC, which was such a monumental abuse of the system. We now have what we think and the industry accepts as perhaps the most generous tax treatment of research in the world, except perhaps for Australia. That, combined with the matching formula, we think will trigger private sector interest. Indeed, any project that would qualify for the 50/50 matching formula, because the industry would write their contribution off on tax at 50 cents, would trigger an industrial contribution of two dollars' worth of world-class research. That should be a pretty potent inducement to industry to do more.

CAUT — Do you have reports on how it's going from the three granting agencies?

OBERLE — Yes, all three of them are reporting no problem; in fact, the Natural Sciences and Engineering Research Council is spending the allocations of the fiscal year 88/89 and the program is over subscribed. It doesn't mean that it's totally successful because it is in the last two years where the bulk of the industrial contributions are required. I have my reputation staked on it. I know that, coming from the private sector, it's the private sector that has as much and more at stake than any of us. It's their



Minister of State for Science and Technology Frank Oberle.

survival and I sense urgency out there and a keen interest in what we're doing.

CAUT — I suppose the major fear in the university community is that it wouldn't work with the social sciences and the humanities. If that should come to pass, has the government any contingency plans?

OBERLE — Yes, well in fact we have, as you know, put a contingency plan in place. We have protected the Council's allocation to a certain level. Again, just because it has never been done before, doesn't mean it's not going to work in Canada. We're going to look closely at what can be done to bring about the creation of private foundations in philanthropy. I don't know why we cannot have a Reichman Foundation or a Conrad Black Foundation similar to the great private philanthropy efforts in other countries. Again, I speak with conviction here because, coming from the private sector, that community is concerned, more concerned, about the impact of the new technological age on society generally. I think with the proper approach there will be contributions, and, of course, the voluntary contributions and fund raising efforts by government agencies are eligible for the government matching program.

CAUT — I think most of the university community would welcome more private funds being available. What they would wonder about, do wonder about, is whether the government will then cut back its support as it's soliciting the private sector. In particular, our members, as you are very aware, look at the base funds of the three granting councils, see that they are frozen through to 1991, and wonder whether that is a signal of that particular policy.

OBERLE — Well, I must confess to you some disappointment in that whole area. I said this to some of your colleagues out West at the UBC faculty the other day. The matching formula with the five-year program that we announced was not intended to be a freeze, and it is not a freeze. There is nothing to prevent the government in September or May to bring in supplementary estimates to strengthen the councils' ability and increase their funding. I would love nothing better, if the program becomes over subscribed, to go back to cabinet and say: listen this thing is working so well I need additional money. We're really flying here and we've got a chance to do something spectacular and catch up; so let's not discourage that. What we intended to do is what the community in that constituency and the universities have been asking governments to do for many, many years. That is to introduce some stability and predictability in the programme, and that is why in 79 we

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brought in this idea of a five year plan. It was not adhered to in the period but we brought it back, and we put an amount of money into the "a" base, which is not a ceiling but a floor. There's no intention to impose a freeze. In fact, if I were to be bold and make any predictions, I would say that before the five-year period is over and with the response we're getting from the private sector hopefully we will be finding some additional money to beef up our capacity to respond to the private sector.

CAUT — Are you saying that supplementary funding will only be thought of in terms of matching grants?

OBERLE — Not necessarily. There are new initiatives coming out every day. Perhaps we might want to assist NSERC or any of the other agencies to pursue a certain area, a certain discipline of science, which all of a sudden becomes important. In that connection, I'll give you an example — initiatives that are going on now at York University to establish a space science centre. Perhaps we would like to support that and find some additional funds to do it. I can't make any predictions here, but no, it's not necessarily all tied to the matching formula.

CAUT — You talked in five-year terms. I suppose we would be particularly interested to know whether there would be much point in pushing for supplementary estimates this year.

OBERLE — It wouldn't do you any good to pursue that this year because I wouldn't be able to give you any indication in any way, shape or form.

CAUT — What about the role of the social

sciences and humanities in all of this — who frequently regard themselves as the poor cousins? Do you see them having a front-rank role in the kinds of plans this government is making?

OBERLE — Yes. I have a son that's studying in postgraduate work at York and he reminds me of this all the time. Psychologists have access to both with their role in the social sciences. I've often said, and I make this as a bold prediction, that our socio-economic conditions will change as dramatically in the next 25 to 30 years as they have changed over the last 250 years of the industrial revolution. I have often said in my speeches that, in 15 years from now, it will be in the social science field where the pressures will be, as I predict that, in the applied research field, industry will be doing most of the research with government assistance using the instruments that we have in the tax act and so on. Emphasis will shift to the social sciences as society adjusts to the new age. It's going to be a very difficult and painful adjustment. We need all the help we can give them now. But at the moment, as you may well appreciate, the emphasis is on job creation and regaining our industrial competitiveness in those markets and transferring that, in diffusing some of that technology that has in part been derived from the fundamental research going on in universities which would be applied to strengthen our results and our ability to respond to great jobs.

CAUT — One last area to perhaps look at. What can you foresee or what do you hope to achieve in creating the new space agency?

OBERLE — Well, we have so many different space assets and initiatives underway in

the space science program-in the new space station program and our partnership with the thirteen European countries, Japan and the United States, our efforts to move into the next generation of communications space technology and remote sensing technology. It is now becoming quite urgent that we assemble these assets under better management. The agency will be responsible and willing to coordinate the activities in all these areas within our country and to manage and to coordinate the treaties, the understandings and the contracts that we have with international partners. You know the idea has been around for some time, and I found it to be timely now as we're going into this comprehensive space program to have a better knowledge and do it in a manner which is consistent with our country's abilities. So, we're in the final stages of identifying the various assets that will be managed by the agency and to put into place legislation in the House before the end of June.

CAUT — I hear critics in the House say that this is going to result in a slashing of other science activity in order to pay for it. Is that a fair criticism or not?

OBERLE — Well, the nature of the parliamentary process requires them to be critics. I'm telling you that the critics can be proven wrong. It is true that most of the money for the space program, which over a 15 year period is going to run to about one and a quarter billion dollars, has come from other departments, in the reorganization of the priorities within the department, but the bulk of it has come from activities, from the organizational programs which are not reserved for science. So there is net new money put into science and research.

CAUT — Just to sum up in relation to the universities, do you foresee the role of the universities in relation to the current policies as one in which the government maintains the existing work of the universities or do you see one in which the universities will expand?

OBERLE — I think the universities' role will have to expand. You know the pressure is bearing down on us. The challenges that are out there as we wake up to the dawning of a new age are so great that all of us will have to expand and redefine our purpose. Universities will continue to play the major role in the training of our scientists and doing the type of fundamental research that will give us distinction in the 21st century.

CAUT — Actually we could reverse roles if you like. Are there any criticisms or suggestions that you might have about the positions taken by the CAUT in regard to science or in fact the university community in general?

OBERLE — I would expect them to keep a critical eye on what we're doing. They have a big contribution to make in the shaping of the science policy. But perhaps they don't always recognize the equally critical role of government and politicians to develop a policy and strategy that's not only consistent with the needs of the various disciplines and the opportunities to present it but to develop a science policy for the country that's consistent with certain values that we have as a society and the attitudes of people and to balance all the important competing policies. Everybody knows if they were king for a day they'd do a better job, our job is to get on with it and to manage in the best interests of all.

CAUT — Thank you Mr. Minister.

OBERLE — Thank you sir.

Pugwash étudiant du Canada/Canadian Student Pugwash

Defence and Arms Control (Science and Society: A Directory to Information Sources)/Défense et contrôle des armements (Science et société: répertoire de sources d'information). Ottawa: Editions PEC, 1986. ISBN 0-9691021-3-5. \$9.95. 266 pages. 17x24.5 cm.

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CAUT condemns secrecy at NRC

CAUT President Allan Sharp sent the following letter to Minister of Science and Technology Frank Oberle on March 12:

Dear Mr. Oberle:

The Canadian Association of University Teachers wishes to state clearly its opposition to your desire to curb public comment by members of the National Research Council. We cannot see how it is to the advantage of Canada to silence those individuals who have the most knowledge and understanding of issues involving science policy. We agree with the *Globe and Mail's* viewpoint as expressed in its editorial on March 4, 1987.

It envisages Canada's research flagship manned by people with boldly inquiring minds, who are not afraid to challenge the conventional point of view. (A great many scientific advances have sprung from this sort of challenge.) The integrity of such people rests on the pursuit of truth and the exercise of personal discipline, but they are not generally noted for the sort of discipline that requires them to button their lips.

You might also note the editorial in *The Ottawa Citizen* on March 5, 1987:

...the task force also made a truly destructive suggestion. It said that the members of the NRC council should docilely accept government edicts, or quit quietly if they disagree.

The NRC is by tradition one of the most prominent sources of scientific advice to any government. It should be, can be, and sometimes has been the intellectually strongest source of scientific advice — a source ministers would be fools to neglect.

Far from suppressing the NRC's individual and collective opinions, the public interest lies in hearing them freely and often.

There is nothing so sacred about the NRC that it need not be scrutinized.

It is an instrument of public policy, and must respond to Parliament and the government. It is a bureaucracy, and like any other needs regular housecleaning of old habits and inefficiencies. It is a research centre, and must nimbly shift its weight from old research prospects to new ones.

Too bad the task force threw so little light on those issues — and ignored the questions that matter most.

In science, truth is the outcome of public debate, public inquiry and the widest distribution of information and feedback. CAUT does not see how it serves the country, the National Research Council or even the government to silence debate on these essential issues.

We have always taken the view that open government is the best government. We strongly supported the initiatives of Mr. Clark's government for effective Freedom of Information legislation. We have consistently told the provinces that the advice of their advisory commissions on post-secondary education should be public. The previous Conservative government in Ontario followed this practice for many years. We think you should too. We simply disagree with the report of your Task Group in this matter and we are surprised that a Conservative party, which had a healthy scepticism about the secret ways of the federal bureaucracy when the Liberals were in power, should so quickly embrace that cardinal rule of the mandarins — keep it secret.

Canada has been served extremely well by the NRC but it will only continue to be served in this manner if allowed to function in an atmosphere of openness and freedom of discussion. We urge the government to reject any actions which would place limits on this mode of operation.

Yours sincerely,
Allan R. Sharp
President

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Claudia Wright	Membres d'office Sous-ministre, Ministère des Colleges et Universités de l'Ontario	Winnipeg
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Une solution simpliste

Editorial du Devoir — par Albert Juneau

Depuis ses débuts en 1952, l'aide fédérale à l'enseignement postsecondaire a été régulièrement et systématiquement remise en question. Le rapport du Comité des finances du Sénat, rendu public la semaine dernière, s'inscrit dans cette inlassable recherche du système de financement le plus adéquat et le plus efficace. Mais les recommandations du Comité ne visent pas cette fois de simples ajustements, comme ce fut souvent le cas dans le passé. Elles vont beaucoup plus loin. Pour la première fois, un groupe fédéral propose le retrait pur et simple du pouvoir central de ce programme et le transfert, sous forme de points d'impôt, de ressources financières suffisantes, aux gouvernements provinciaux.

Voilà une solution qui plairait sans doute à tout ministre des Finances uniquement préoccupé par la baisse du déficit! En 1987-88, le gouvernement fédéral dépensera \$2,3 milliards pour l'enseignement postsecondaire au Canada, soit 2% de l'ensemble des débours. Même en cédant des points d'impôt aux provinces, Ottawa serait assuré à long terme de faire des économies. Ce qui veut dire finalement que les provinces devraient consacrer à ce programme une proportion plus élevée de leurs dépenses totales. Les moins riches, dont le

Québec, seraient les plus durement touchés.

Certes les finances fédérales s'en porteraient légèrement mieux, mais ce serait au détriment de celles des provinces et, surtout, du développement de l'éducation supérieure au Canada. On a peine à imaginer en effet, comment avec leurs maigres ressources, les provinces pourraient répondre adéquatement aux besoins dans ce domaine de plus en plus vital où la concurrence internationale est devenue impitoyable.

Bref, inspiré par une approche trop comptable, le Comité aboutit fatalement à une solution simpliste.

Son argumentation résulte du constat suivant: n'ayant aucun contrôle sur l'utilisation des fonds consentis aux provinces, le gouvernement fédéral aurait pu transférer des montants égaux sous forme de points d'impôt, sans autres conditions, et obtenir les mêmes résultats. En d'autres mots, parce qu'il est impossible, soutient le comité, de mesurer l'efficacité du mécanisme de transfert, l'aide fournie étant absolument inconditionnelle, aussi bien confier toute la responsabilité du financement aux provinces.

En fait, l'essentiel n'est pas tant le mécanisme de transfert que la valeur des

sommes versées par Ottawa. Il est fort probable que si le gouvernement fédéral n'était pas intervenu, les dépenses totales affectées à l'enseignement postsecondaire au pays auraient été sensiblement inférieures à ce qu'elles furent en réalité.

Pour diverses raisons, certaines provinces ont eu tendance à détourner vers d'autres fins une partie des sommes consenties pour l'enseignement postsecondaire. Le rapport Johnson de 1985, abondamment cité par le Comité du Sénat, avait déjà clairement démontré que dans cinq provinces (Colombie Britannique, Terre-Neuve, Ile-du-Prince-Edouard, Nouveau-Brunswick et Manitoba) les versements d'Ottawa dépassaient les subventions des gouvernements provinciaux aux institutions supérieures. Une telle situation conduit inévitablement au sous-développement de l'enseignement postsecondaire.

Si la plupart des collèges et des universités sont insatisfaits du système actuel, aucun toutefois ne réclame, à l'instar du Comité, le retrait du gouvernement fédéral. Plusieurs proposent paradoxalement un retour à la formule d'avant 1977, basée sur le partage des coûts. L'Association canadienne des professeurs d'université suggère par exemple que les transferts fédéraux croissent au même rythme que les augmen-

Le Bulletin de l'ACPU a publié le mois dernier un article concernant le rapport du Comité des finances du Sénat sur l'enseignement postsecondaire. L'éditorial suivant du *Devoir* analyse ce rapport, ainsi que la position de l'ACPU à son sujet.

tations consenties par les gouvernements provinciaux aux établissements postsecondaires. Cette formule, qui reprend en gros les recommandations du rapport Johnson, inciterait les provinces à investir davantage dans l'éducation supérieure et à ne pas compter uniquement sur les ressources fédérales.

Cette voie paraît séduisante mais elle n'en comporte pas moins des embûches. Si la formule du partage des coûts a été abandonnée, c'est parce qu'elle créait des difficultés insurmontables, notamment dans l'évaluation des coûts admissibles assumés par les provinces aux fins de l'enseignement postsecondaire. Elle condamnait les provinces à des contrôles fédéraux tatillons et éminemment désagréables.

Mais si tel est le prix qu'il faut payer pour assurer le développement de l'éducation supérieure, mieux vaut l'accepter que d'opter pour une solution simpliste qui conduirait à coup sûr à l'asphyxie.

A simplistic solution

Editorial from Le Devoir — by Albert Juneau
(translated by CAUT)

Since its beginning in 1952, federal aid to post-secondary education has been regularly put in question. The Report of the Senate Finance Committee, made public last week, finds itself in this never-ending search for the most reasonable and most efficient system. But this time the Senate Committee does not suggest mere adjustments, as has frequently been the case in the past. It has gone much further. For the first time a federal group proposes the complete withdrawal of the federal power in this program and the transfer, through tax points, of sufficient financial resources to the provincial governments.

Here is a solution which would without doubt please a Minister of Finance uniquely preoccupied with the deficit. In 1987/88 the federal government will spend \$2.3 billion on post-secondary education in Canada which is more than 2% of its total expenditure. Even in ceding tax points to the provinces, Ottawa would assure itself in the long term of economies. This would mean that the provinces would have to consecrate to the program a larger proportion of their total expenses. The less rich, including Quebec, would be the hardest hit.

Certainly the federal finances would be better off, but this would be to the detriment of the provinces and certainly of higher education in Canada. It is difficult to imagine how, with their smaller resources, the provinces would respond to needs in a field more vital than ever, where international competition has become implacable.

In brief, inspired by an approach too focused on accounting, the Committee has come to a fatally simplistic solution.

Its rationale comes from the following proposition: given no control over the funds delivered to the provinces, the federal government could transfer equal funds through tax points and obtain the same results. In other words, because it is impossible, according to the committee, to measure the efficiency of the transfer mechanism, the aid given being absolutely unconditional, one might as well give the full financial responsibility to the provinces.

In fact, the essential point is not the mechanism of transfer but the value of the amounts transferred by Ottawa. It is highly probable that if the federal government had

not intervened, the total expenditures of post-secondary education in the country would have been substantially less than they in fact have been.

For various reasons, some provinces have had the tendency to divert to other ends a part of the money generated for post-secondary education. The Johnson Report of 1985, frequently cited by the Senate Committee, clearly demonstrated that in five provinces (British Columbia, New Brunswick, Prince Edward Island, New Brunswick and Manitoba) the expenditures of Ottawa for post-secondary education were greater than those of the provincial governments. Such a situation leads inexorably to the under-development of post-secondary education.

If most of the colleges and universities are dissatisfied with the present system, none nevertheless demand, as does the Committee, the withdrawal of the federal government. Several propose, paradoxically, a return to the pre-1977 formula based on shared costs. The Canadian Association of University Teachers suggests for example that the federal transfers grow at the same rhythm as the funds generated

Last month the CAUT Bulletin carried a story on the report of the finance committee of the Senate on postsecondary education. The editorial here from Le Devoir analyzes the report and the position of CAUT.

by the provincial governments for higher education. This formula, which takes up in general the recommendations of the Johnson Report, would encourage the provinces to invest more in higher education and not count solely on federal resources.

This path seems attractive but it has more than a few traps. If the formula of shared costs has been abandoned, it is because it created insurmountable difficulties, notably in the determination of eligible costs for the provinces in the area of post-secondary education. It condemns the provinces to nagging and eminently disagreeable federal controls.

But if this is the price that we must pay to assure the development of higher education, it is better to accept it than to opt for a simplistic solution which would lead surely to asphyxia.

PRÉSIDENT -----3

nous permettraient d'accroître notre dépense nationale pour la R & D jusqu'à environ 2,5 pour cent du PNB, ce qui est le cas courant dans d'autres pays. Jusqu'en 1990, le gouvernement fédéral a réduit sa participation financière aux hautes études de presque 1,6 milliard de dollars. Les contraintes du gouvernement ont été invoquées comme la raison déterminante pour ne pas dépenser plus pour la recherche et le développement. On se demande vraiment si cette attitude est moins illogique ou témoigne d'un plus grand engagement que celle de cet autre gouvernement que M. Mulroney critiquait si vivement.

Naturellement, ces décisions

du gouvernement comportent aussi des aspects positifs. Peut-être que le plan correspondant des subventions atteindra ses objectifs optimistes et permettra de réels accroissements du financement. La consultation avec la communauté s'est grandement améliorée par rapport à ce qu'elle était sous les précédents gouvernements. Le nouveau comité du premier ministre sur la science et la technologie est prometteur. Les groupes de travail sur la science et la technologie des ministres fédéraux et provinciaux intéressés représentent une amélioration par rapport aux anciennes relations figées entre les deux niveaux de gouvernement. Le colloque national sur les hautes études constitue une importante initiative. M.

Mulroney nous promet que tout cela nous mènera à une politique d'ensemble qui sera mise en place en 1988.

En définitive, cependant, le gouvernement sera jugé sur ce qu'il aura fait. Reprenant ce que M. Mulroney disait à Ronald Reagan sur les pluies acides, nous croirions au bon vouloir de son gouvernement lorsque nous le verrons à l'oeuvre, c'est-à-dire lorsque nous verrons la couleur de son argent.

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CAUT talks surveillance with CSIS training class

by Jon Thompson
AF&T Committee
Chair

CAUT Executive Secretary Donald Savage and AF&T Committee Chair Jon Thompson addressed the entry training class of the Canadian Security Intelligence Service in February. The class consisted of recently hired employees of the Service who undergo a six-month training program at the Sir William Stephenson Academy. The Academy is located on the grounds of Canadian Forces Base Borden.

The invitation from CSIS to CAUT to send representatives to address the entry training class arose out of discussions between CAUT and CSIS in 1985 and 1986. CAUT has long been concerned that activities of security services on university campuses infringed academic freedom and civil liberties. The separation of security functions from the RCMP, with the establishment of CSIS in 1984, was an advance in terms of procedural safeguards. However, CAUT still had many concerns regarding the procedure and legal framework of the new Service and so made representations to both CSIS and Prime Minister Brian Mulroney.

CAUT is by no means alone in its concerns. The Canadian Civil Liberties Association has expressed similar views. Even the Security Intelligence Review Committee, which reviews CSIS operations, has concerns. Its Chair, former Progressive Conservative cabinet minister Ronald Atkey was quoted in the *Globe and Mail* as having told a House of Commons Committee on November 20, 1986 that the Committee was not satisfied that the new Service always understands the distinction between legitimate protest and real subversion.

The history of CAUT's active interest in government security operations goes back to 1961. Of immediate concern then were RCMP surveillance operations in connection with the Combined Universities Campaign for Nuclear Disarmament. The press of the day alleged that these general surveillance operations

included the recruitment of informers. A number of local associations raised the surveillance issue at CAUT Council meetings.

In November, 1961, Council deplored President A.W.R. Carruthers and Executive Secretary Stewart Reid to meet with the Minister of Justice, David Fulton. Little progress was made at the August, 1962 meeting, so CAUT raised the issue publicly. Government spokespersons denied that the RCMP was engaged in surveillance activities at universities. More evidence of surveillance activities emerged early in 1963, however.

After the Spring 1963 election, CAUT requested a meeting with the new government to discuss its concerns. Professor Bora Laskin (who became CAUT President in 1964-65) and Dr. Reid met with Prime Minister Lester B. Pearson and Lionel Chevrier twice, in July and November of 1963. Two issues were discussed, general surveillance and employment security clearance investigations. Professor Laskin stressed that CAUT was categorically opposed to the former and that safeguards were required to prevent abuses of the latter. As a result of the November meeting, at which RCMP Commissioner G.B. McClellan was present, the government officially stated as policy that:

There is at present no general R.C.M.P. surveillance of university campuses. The R.C.M.P. does, in the discharge of its security responsibilities, go to the universities as required for information on people seeking employment in the public service or where there are definite indications that individuals may be involved in espionage or subversive activities.

This position was reaffirmed by Solicitor-General Jean-Pierre Goyer, in 1971 and by Prime Minister Pierre Elliott Trudeau in 1978. These reaffirmations were made as a result of representations from CAUT. During this period, CAUT had cause for concern that the 1963 policy was not being adhered to by the RCMP.

CAUT made two detailed submissions to the MacDonald Commission of Inquiry into certain RCMP activities, in 1978 and 1979, setting out its concerns and the evidence for them. The MacDonald Commission subsequently found, among other things, that the RCMP security forces had indeed been circumventing the government policy on general surveillance. By exploiting their rights under the policy to make security clearance inquiries, RCMP agents had been acquiring much broader information about individuals and groups, and developing surveillance networks. Moreover, some faculty members were willing helpers in these improper activities. Following these revelations, CAUT made further representations to the government.

In 1983 CAUT submitted a brief on the Bill which would establish the new Canadian Security Intelligence Committee. The brief indicated CAUT approved of some aspects of the Bill, as being an improvement over the situation with the RCMP, but set out in detail concerns that CAUT still had. These concerns included the excessive authority to be given to the Inspector General of CSIS and the inadequate control elected representatives would have over the new service. CAUT urged that the proposed Security Intelligence Review Committee be a Committee of the House of Commons, rather than an appointed committee of persons not currently serving in the House or Senate. Some of CAUT's concerns, including these, remain following the passage of Bill C-9 in June 1984 establishing CSIS.

On the positive side, CSIS is encouraging a more sophisticated outlook on the part of its employees. New recruits all have at least one university degree. CSIS has been inviting some of the most consistent critics of government security services to explain their concerns to its employees. In addition to CAUT representatives, Alan Borovoy, General Counsel of the Canadian Civil Liberties Association, has addressed

CSIS recruits. The CAUT presentation was video-taped so as to be available for training sessions for more senior employees.

A package of background information was distributed to the class in advance of the visit to the Academy by Dr. Savage and Dr. Thompson. It included CAUT's operational definition of academic freedom (the model clause), an explanation of academic freedom by Prof. Arthur O. Lovejoy, first Secretary of the AAUP, a 1978 letter from Prime Minister Trudeau reaffirming the policy established by Prime Minister Pearson and a 1981 *Bulletin* article concerning the MacDonald Commission.¹

In his remarks, Dr. Thompson explained the structure of CAUT and its purposes. He reviewed the principal functions of universities, the leading role of faculty members in these functions, and the level of participation of faculty in university governing structures. He explained academic freedom, tenure and institutional autonomy, why they are essential and how these concepts evolved in Canada, making reference to a 1982 *Bulletin* article by Prof. Michiel Horn.² The nature of the teaching process, particularly in regard to controversial ideas and systems, was also explained, as was the importance of the free flow of information and of international travel by scholars.

Dr. Thompson emphasized that academic freedom includes the right of professors to speak out on issues broader than the immediate concerns of their own academic disciplines. Thus, for instance, physicists and linguists have as much right to put forward informed and considered opinions on such matters as university autonomy, human rights or national politics as lawyers and philosophers. To illustrate the long tradition of such activities, the examples of Isaac Newton and Noam Chomsky were cited.

To emphasize the importance of the role of universities as active and engaged critics of society, Dr. Thompson pointed to the analysis by former President James A.

En février, le secrétaire général de l'ACPU, M. Donald Savage, et le président du Comité de la liberté universitaire et de la permanence de l'emploi, M. Jon Thompson, se sont adressés à une classe de nouveaux agents des renseignements du Service canadien du renseignement de sécurité. La classe se composait de nouveaux employés du Service en train de suivre un programme de formation d'une durée de six mois à l'Académie Sir William Stephenson. A la suite de consultations entre l'ACPU et le SCRS en 1985 et en 1986, ce dernier a invité l'ACPU à envoyer des représentants pour parler aux nouveaux agents. Depuis des années, l'ACPU s'inquiète de ce que les activités des services de

sécurité dans les universités enfreignent la liberté universitaire et les libertés civiles. M. Thompson, dans son allocution, a expliqué la structure et les objectifs de l'ACPU. Il a brossé un tableau des principales fonctions des universités, du rôle prédominant des professeurs dans ces fonctions et du degré de participation des professeurs aux organes directeurs des universités. Il a expliqué les notions de liberté universitaire, de permanence et d'autonomie institutionnelle, pourquoi elles étaient essentielles et comment elles avaient évolué au Canada. M. Savage, quant à lui, a expliqué pourquoi les universités et d'autres milieux se méfient des services de sécurité canadiens.

Perkins of Cornell University of the historical situation in Germany. The German universities were world leaders in the sciences and humanities in the 19th and early 20th centuries, but were required not to "meddle in affairs outside (their) walls" in return for support. As a result, "neither its government nor its business leaders had the benefit of the humanizing influence that close contacts with the university might have provided." This had unfortunate consequences "for the social structure of the country."³

Dr. Savage explained why Canadian security services were frequently distrusted in academic and other circles: they often had their own political agendas, invariably on the far right, they tried to impose these on governments, and, when the elected government officials rejected these agendas, they had sometimes circumvented government policy. He reviewed some of the major instances in Canada in this century. He suggested that the CSIS recruits read the history of the Winnipeg general strike of 1919, if they wished to gain an appreciation of why the RCMP security forces were so distrusted by liberals and socialists in the inter-war period.

Dr. Savage pointed to the recently revealed views of Charles Rivett-Carnac, former head of the Intelligence Section of the RCMP (prior to World War II) and later Commissioner. Mr. Rivett-Carnac believed that surveillance should focus on communists rather than Nazis, since fascism did not involve the "overthrow of the present economic order and its administrative machinery." He tried repeatedly to impress such views upon government

officials in the late 1930s.⁴

Dr. Savage also noted the findings of the MacDonald Commission to the effect that the RCMP had been circumventing government policy in conducting general surveillance operations at universities in the 1960s and 1970s.

In the discussion period following the presentation, members of the class posed a number of questions. One student asked if CAUT still had concerns with the new security service, in view of the fact that its governing Act had resulted in improvements over the former RCMP system. In response, the speakers explained some of CAUT's remaining concerns. They said there were also problems with regular police forces interfering with campus activities and that CAUT was developing a guideline in regard to police activities on the campuses.

During the visit, Dr. Savage and Dr. Thompson also had discussions with staff officers of the Academy on a variety of matters. An invitation was extended to address the next entry training class.

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The grievances of Professors J.C. Weldon and A. Asimakopulos are among the handful of cases which arose in the late 1970's and which are still being pursued by CAUT. A report was published in the October 1983 issue of the *Bulletin*. The purpose of the present report is to review the essential features of the grievances, related matters and more recent attempts to achieve a resolution.

The grievances are significant in and of themselves. The remedy sought by both Professor Weldon and Professor Asimakopulos is well-defined, limited and reasonable. The continued existence of these unresolved grievances is a factor in the dissension which plagues the Economics Department of McGill University. A 1984 external review report on the Department strongly urged the University Administration to act to resolve the grievances.

A remarkable feature of this dispute is that the grievors, CAUT and Principal D.L. Johnston of McGill all have proposed at various times (in written statements) the same remedy. Unfortunately, however, Principal Johnston has failed thus far to have this remedy implemented, even though it was he who originally formulated it.

1. Background to the Grievable Events

The events giving rise to these grievances began in early 1978. Professor Asimakopulos was then Chair of the Department of Economics and Professor Weldon a former Chair. A member of the Department, referred to as Dr. X, in the first CAUT report, applied for promotion. In a letter dated January 16 to the Dean he requested that the departmental promotion committee be by-passed and that instead his case be considered only by a University promotion committee, namely a 'statutory selection committee'. In another letter of that date to the Chair, Dr. X requested that Professors Asimakopulos and Weldon, who would normally be members of the departmental committee, recuse themselves from that committee if it were going to provide any advice on his promotion. He implied that they would be biased against him because of past disagreements. This was interpreted by Professors Asimakopulos and Weldon as an attack on their integrity and an infringement of their rights. Some weeks later, on February 24, Dr. X wrote to the Dean claiming that the remaining members of the departmental promotion committee also were prejudiced against him.

Professor Asimakopulos responded on January 17 by advising Professor X to the effect that he would receive an unbiased hearing and should submit his case to the committee as normally constituted. Professor Asimakopulos later noted that if the subsequent assessment then appeared unfair to Dr. X, he would have the right to appeal through established procedures.

Dr. X decided instead to repeat his request that the departmental committee be by-passed and that his case be considered only by a statutory selection committee. The then Dean of the Faculty of Arts, R. Vogel, assented to this request and recommended to the then Principal, R. Bell, that a statutory selection committee be established. Professor Asimakopulos protested, to all levels of the academic administration, that the establishment of a selection committee in this manner contravened University procedures.

Principal Bell proceeded, nevertheless, through the Senate Nominating Committee to recommend to Senate on May 26, 1978 that a selection committee be established in the case of Professor X. A member of Senate asked if the normal procedures had been followed. Principal Bell responded that they had not. The member then stated that the matter should be tabled until the procedural difficulties were considered by Senate. Dean

Second Report on the Grievances of Professor J.C. Weldon and Professor A. Asimakopulos of McGill University

Prepared by the Academic Freedom and Tenure Committee of CAUT, February, 1987

Vogel then informed Senate to the effect that, as recorded in the Minutes,

"First, the Department had refused to accede to the request of the candidate to be considered for promotion to full professor; Second, the candidate had approached the Dean who had himself allowed the Department to consider the case; Third, the Department had not responded to the Dean's request within the specified time; and Fourth, the Dean had asked the Principal to establish a statutory selection committee."

On the basis of the understanding of events thus conveyed by Dean Vogel, Senate moved to establish a selection committee for the case of Dr. X.

When news of this development reached the Economics Department Professor Weldon, who was acting Chair in the temporary absence of Professor Asimakopulos, wrote to Senate to advise that it had been misled as to the facts by Dean Vogel and to request that it rescind its action. Attached to his memorandum were copies of correspondence from departmental files which demonstrated that crucial points in Dean Vogel's remarks to Senate were false. Upon his return, Professor Asimakopulos made a similar package of information available to all mem-

bers of the Department.

Dr. X protested the release of the documents in letters to the Department and Principal Bell on the grounds that they were confidential. More correspondence ensued. In late June, Dr. X's faculty advisor in the matter of promotion, Professor D. Rubenstein, a member of Senate, wrote to Principal Bell strongly protesting the circulation of correspondence from Departmental files and urging Senate to decide in the Fall.

"...what should be done about this gross breach of privacy and ethics by the Chairman and acting Chairman of the Department of Economics..."

Senate decided early in the Fall to refer Professor Rubenstein's letter to the Senate Committee on Disclosure of Information, then chaired by Professor W. Martin (to be referred to in this report as the 'Martin Committee'). This Committee's primary term of reference required it to act

"...as a consulting agency on such specific problems of confidentiality as may be referred to it, to act as a 'voice of concern' to offer advice to the Senate on issues of confidentiality, and to develop further recommendations on policy and procedures in this area for consideration by Senate."

A la fin de 1978, le Sénat de l'université McGill a réprimandé pour conduite inconvenante les professeurs Jack Weldon et Tom Asimakopulos, du département d'économie, parce qu'ils avaient fait circuler des documents portant sur la méthode devant être utilisée pour l'étude de la promotion de l'un de leurs collègues. Le professeur Asimakopulos était à l'époque président du département, et le professeur Weldon avait dans le passé occupé le même poste. Le Sénat a basé sa décision sur les conclusions de son comité sur la divulgation de renseignements.

Les professeurs Weldon et Asimakopulos protestèrent contre la mesure prise à leur endroit par le Sénat, alléguant que leur intégrité avait été mise en doute, que leurs actions avaient été déformées, et que le Sénat et son comité avaient enquis sur leur conduite en leur absence. Lorsque les efforts visant à résoudre le conflit au sein même de l'université s'avèrent infructueux, les professeurs Weldon et Asimakopulos firent appel à l'aide du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU.

Le professeur Asimakopulos, sous les conseils pressants du Comité de l'ACPU, fit appel en mars 1981 auprès du comité nouvellement formé du Sénat sur les griefs des employés. Bien que ce comité ait rendu une décision favorable au plaignant, le Sénat a adopté une motion de dépôt portant sur les recommandations de son comité. Tous les efforts visant depuis à résoudre ce grief ont été infructueux.

Pressé d'agir par le professeur Weldon, le Bureau de l'ACPU a mis son pied en comité d'enquête afin d'examiner le grief similaire de celui-ci. Le professeur Bernard Adell (Droit, Queen's) a conclu dans son rapport remis en avril 1982, que les documents distribués par Weldon et Asimakopulos avaient trait à la méthode

d'évaluation de la promotion contestée, et non à la valeur de cette promotion particulière. Il terminait en affirmant que le professeur Weldon avait été réprimandé injustement.

Les efforts tentés par l'ACPU pour résoudre ces griefs d'une manière équitable ont échoué. Un premier rapport relatif à ces cas a paru dans le Bulletin de l'ACPU d'octobre 1983.

Le Bureau de l'ACPU a dirigé par la suite, en 1985 et 1986, des discussions avec des représentants de l'administration de McGill et de l'association des professeurs de cette université. Les représentants de l'ACPU ont alors émis un certain nombre de suggestions, notamment l'arbitrage du conflit et la mise sur pied d'un comité de révision ad hoc. Ces dernières ont été jugées inacceptables par l'administration de McGill. Même la suggestion du principal Johnston visant à resoumettre la question au jugement du Sénat a été en fin de compte jugée inacceptable tant par l'administration que par l'association des professeurs de l'Université.

Le Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU en est venu à la conclusion que l'administration et le Sénat de McGill ont causé tous deux ces griefs, et partagent donc la responsabilité de s'assurer de la résolution satisfaisante de ceux-ci. Aucun de ces deux groupes n'a pris jusqu'à maintenant d'initiatives à cet égard. Les professeurs Weldon et Asimakopulos ont été injustement réprimandés.

Le Bureau de l'ACPU a accepté la recommandation du Comité de la liberté universitaire et de la permanence de l'emploi visant à faire publier dans le Bulletin un deuxième article relatif à ces cas. Vous trouverez ce dernier ci-joint.

Le professeur Jack Weldon, qui était sérieusement malade depuis l'été de 1986, est mort à l'hôpital le jeudi 26 février 1987.

The limits of the authority and competence of the Martin Committee were further clarified in the case at hand by an exchange of letters between Professor Martin and Principal Bell (to be referred to henceforth as the 'Bell-Martin correspondence'). On September 22, 1978 Professor Martin wrote to Principal Bell saying, among other things, that "Most important, I must have clarification on the following point. 'The Professor' wrote a memo on June 1 June to his colleagues in the Department. In the final sentence of that memo he envisages an inquiry into the conduct of two of his colleagues. In my opinion such an inquiry would not fall within either the mandate or the competence of my Committee. If such an inquiry is set up it should be set up with great care and at the highest level."

Principal Bell responded on September 28, "...your letter of September 22... was considered at this morning's meeting of the Senate Nominating Committee."

"...the Committee agreed with you that your committee is not conducting an enquiry into the conduct of the two professors of Economics referred to in Professor (X's) memo of June 1. Rather your committee is investigating the circulation of documents; if the facts brought forward by your committee should indicate that an enquiry into the conduct of the two professors is called for, then that enquiry would be decided upon and conducted later."

The Martin Committee apparently made little progress in October. Over the course of the preceding months feelings had begun to run very high. There were several waves of widely distributed correspondence and counter-correspondence.

On October 25 another member of the Department, Professor E. Kierans, wrote to Principal Bell, with copies to the members of Senate. He objected to being denied the opportunity of appearing before Senate on a question of personal privilege despite repeated requests over four months. Referring to the May 26, 1978 meeting of Senate, Professor Kierans said,

"When Professor d'Ombain moved the adoption of the Report of the Nominating Committee on the grounds that the Department of Economics had refused to meet with or 'accede to the request of the candidate (Dr. X) to be considered for promotion to full professor' you knew what Professor d'Ombain did not know, — that you were presiding over deception."

When Vice-Principal Pedersen seconded the motion that the question be called, he knew that false and misleading information had just been laid before Senate."

Professor Kierans then quoted from the January 16 and February 24 letters wherein Dr. X accused of prejudice, first Professors Asimakopulos and Weldon and then the other members of the departmental committee. He took Principal Bell, Vice-Principal L. Yaffe and Dean Vogel to task for failing to require Dr. X

"to justify his demands and to show grounds for his extraordinary charges or to withdraw."

or even to issue

"a simple request that the accuser explain himself."

Professor Kierans concluded by characterizing the situation then developing as "an anarchy that is bound to follow when slander is not called to account."

At the beginning of November Professor Rubenstein placed a motion before Senate, saying among other things, that "I feel strongly that files kept in Departmental offices are confidential even if the individual items are not specifically so marked."

and requesting specified actions "....within one month...."

Senate referred this motion to the Martin Committee.

2. The Grievable Events

As an apparent result of the deadline proposed in the motion and of statements made by Vice-Principal E. Pedersen and others in

Professor Jack Weldon, who had been seriously ill since the summer of 1986, died in hospital on Thursday, February 26, 1987.

Senate, the Martin committee felt it had to act with great haste. Indeed it acted precipitously. The Committee met to decide its procedures on November 9, held a few interviews on November 11 and submitted its report to Principal Bell on November 15.

Professor Martin contacted Professors Asimakopulos and Weldon by telephone and letter on November 9. In the letter he stated that,

"The Committee is now seized of this problem and at its meeting today, decided to invite you to appear should you wish to do so. We have set aside Saturday, 11 November for these interviews which will take place in Rutherford Physics Building, Room 105. A maximum of forty minutes has been set for each interview and this includes time for questions by members of the Committee..."

What we are concerned with is the propriety of the circulation of the documents, Professor Rubenstein's letter (sic) of 22 June and his motion in Senate..."

Professors Asimakopulos and Weldon declined to appear before the Committee, pending clarification of its authority and procedures. They each wrote similar letters to Professor Martin, on November 13 and 14, respectively, requesting such clarification. In his letter, Professor Weldon stated, "I do not want to be unco-operative with your Committee nor do I wish to be put in a position of appearing to be unco-operative... (but) ...Is your Committee properly mandated to undertake a legitimate task, according to normal procedures?"

and went on to question the adequacy of the procedures as described in Professor Martin's November 9 letter to enquire into the "propriety" of his conduct. Professor Weldon concluded,

"Worries of this kind may be a misleading of your letter. Please let me know."

In response, Professor Martin provided no additional clarification, but expressed "regret that you did not find it possible to accept our invitation."

and submitted his Committee's report, in final form, to Principal Bell on November 15. It is significant that Professor Martin did not provide Professors Asimakopulos and Weldon with copies of the Bell-Martin correspondence. It would have provided much of the clarification they sought. It would, in particular, have answered in the negative Professor Weldon's question as to whether the Martin Committee was "properly mandated" to enquire into the propriety of conduct.

Thus, the Martin Committee conducted an enquiry into the conduct of Professors Asimakopulos and Weldon, in their absence, and condemned it. And, this, despite the fact that Professor Martin's own opinion was that the Committee had neither the authority nor the competence to do so and further despite the express written instructions of the Principal of the University not to do so.

The Martin Committee's central conclusions were that,

"These documents concern very personal matters and it was wrong to circulate them."

The Martin Committee also enquired into and condemned the conduct of Professor Kierans, in a similar manner and on a similar basis, but with this difference: the Martin Committee did not enquire into Professor Kierans even to appear for one of its forty-minute interviews. The Committee concluded that his conduct was

"...wholly unacceptable."

The Committee's report was placed before Senate on November 22, 1978. None of Professors Asimakopulos, Weldon or Kierans was given personal notice of this event, let alone invited to attend and respond. Senate moved to receive the report and, after some debate moved to

"...endorse the Conclusions of the Report of the Senate Committee on Disclosure of Information."

and to give this report specified distribution. On November 29, the house organ of the Administration, the *McGill Reporter*, published a summary of the report, headlined "Three Professors Reprimanded in Senate."

These developments were disturbing to all

three professors. Professors Asimakopulos and Weldon decided to formally grieve the reprimand, its basis and its publication. Professor Kierans decided not to formally pursue the matter and has since retired from the University. From the point of view of Professors Asimakopulos and Weldon, they had been subjected to the following actions over the preceding eleven months:

- (i) Dr. X had impugned their integrity;
- (ii) Dean Vogel had misrepresented their actions;
- (iii) a Senate Committee had enquired into and condemned their conduct in their absence;
- (iv) Senate had reprimanded them publicly.

3. Questions

Many at McGill held, indeed still hold, contrary views. Thus several questions have arisen.

1) Did the circulated material contain information on the merits of Dr. X's case for promotion or on his personal qualities? Many people claimed that it did.

2) Did the Martin Committee and Senate have the competence and authority to enquire into and judge the conduct of professors? There is no serious dispute as to the fact that the Committee and Senate did enquire into and judge conduct.

3) Did Senate actually reprimand the three professors? Many have argued that, while Senate judged their conduct adversely, it did not reprimand them and that the term reprimand was used only by the *McGill Reporter*, which is not an organ of Senate.

4) Were the alleged flaws in the procedures of the Martin Committee and Senate significant enough so as to cause a non-trivial denial of fairness? Many people, including former Board of Governors Chair H. Hallward, have claimed that the Martin Committee did give the grievors a fair opportunity to respond and that since Senate agendas are not secret, they could have found out when Senate would deal with the Committee's report if they had wanted to, so that it was unnecessary to formally advise them. Many have implied that, in any event, the fact that Senate voted by an overwhelming majority to condemn the actions of the three professors was sufficient in and of itself to overcome any real or imagined flaws in procedures.

5) Does the Administration of the University bear significant responsibility for the occurrence of the grievable events and also for the provision of a fair means for the resolution of the grievances? Authorities at McGill, including Principal Johnston and Board Chair Hallward, have argued at various times that these responsibilities lie primarily with Senate.

The answer to question 2) has already been provided, clearly and authoritatively, by Professor Martin, Principal Bell and the Senate Nominating Committee in the Bell-Martin correspondence. Thus, it is beyond dispute that the Martin Committee did not have the competence and authority to enquire into and judge conduct. It follows immediately that Senate, acting as it did on the basis of the improper findings of the Martin Committee, acted without competence and authority. In short, question 2) could only arise for those who were unacquainted with the concept of due process or who were unaware of the Bell-Martin correspondence.

It is important at this juncture to note that the existence of the Bell-Martin correspondence which sharply limited the terms of reference of the Martin Committee, only became known to Professors Asimakopulos and Weldon some three years later, and then only accidentally, as a result of the work of a formal CAUT Committee of Inquiry. It appears that the great majority of members of Senate were also unaware of this crucial correspondence years after the grievable events.

Later in this report the answers to the other questions found by two separate formal inquiries and by the Academic Freedom and Tenure Committee will be reviewed.

4. Initial Attempts to Secure Redress

From the outset Professors Asimakopulos and Weldon had serious doubts that the grievance procedures available at McGill, which created through committees of Senate, could provide a fair resolution of their grievances, in which Senate was the party grieved against. They sought advice and assistance from the CAUT AF&T Committee in the Spring of 1979. While the AF&T Committee shared their concerns to some extent, it urged them to lodge their grievances formally with the Principal (which they did) and to explore arrangements whereby the conflict of interest inherent in the existing procedures might be avoided or at least minimized. Over the next year and a half there was considerable correspondence and discussion among the grievors, representatives of the AF&T Committee, the new Principal D.L. Johnston and several other authorities at McGill. The correspondence from that period indicates that even the authorities at McGill had some concerns regarding jurisdiction and conflict of interest. Noteworthy in this regard are letters among Professor Weldon, CAUT, Principal Johnston, Professor M.A. Bradley of the Faculty of Law who was Chair (Ad Hoc) of the Senate Staff Relations Committee and other members of that Committee (which was in effect the University's grievance committee) during the period May - October 1980.

Subsequently, on November 1, 1980 a somewhat modified grievance procedure was instituted. The regulations for the new procedure specified that grievances were to be heard by a Senate Committee on Staff Grievances, which reported to the Principal, who had the sole authority for action. Specifically, these regulations state,

"10.7 The Committee on Staff Grievances shall report its findings to the Principal for such actions as he may consider appropriate, with a copy to the grievor. The Principal is not required to hold a further hearing and his decision on reception of the report shall be final subject to provisions of the University Charter."

In correspondence with CAUT in November 1980, Principal Johnston proposed that Professors Asimakopulos and Weldon have their grievances processed under the new arrangement. The concerns of the grievors, however, were not allayed by this arrangement which still entailed a committee emanating from Senate reviewing actions by Senate. The AF&T Committee took the position, on November 21, 1980, that it would not intervene further in the matter until such time as the grievors had exhausted the internal University procedures being made available to them. This decision was in accordance with normal AF&T Committee policy. The AF&T Committee was also influenced by the recent correspondence with the Principal and considered the new grievance procedure to be an improvement over the previous procedure.

At this point Professor Asimakopulos decided that he had no practical recourse but to place his grievance against Senate in the hands of the Senate Committee on Staff Grievances (referred to henceforth as the Senate Grievance Committee). This he did, with great reluctance, in December 1980.

Professor Weldon, however, decided to exercise his right to appeal to the CAUT board to overrule the AF&T Committee. As a result of the information placed before it by Professor Weldon, the Board on March 21, 1981 decided:

"That when a prima facie case has been established that internal procedures are so flawed that it would not serve justice to require grievors to exhaust all internal remedies, the Academic Freedom and Tenure Committee may undertake enquiries without requiring the grievor to exhaust all internal remedies."

and moved to instruct the AF&T Committee to establish a formal Committee of Inquiry into Professor Weldon's grievance under CAUT guidelines.

The similar grievances of Professors Asimakopulos and Weldon thus came to be investigated under two separate procedures.

Neither procedure has led to a resolution yet. As a result of each of these proceedings, however, important information came to light which was not revealed in the other proceeding, so that there was some advantage in having two investigations. It became clear also that the concerns of Professor Weldon and the CAUT Board were well justified. Nevertheless on the basic questions concerning the validity of the grievances, both procedures arrived at similar conclusions, to the effect that they were valid and that remedies were warranted.

5. Grievance Proceedings on the Asimakopulos Case

Professor Asimakopulos submitted a written grievance statement with supporting documents to the Senate Grievance Committee. Senate then submitted a responding document. The Senate Grievance Committee held hearings on March 27 and March 28, 1981. Professors Asimakopulos appeared and both Senate and the Martin Committee were represented at the hearings. The Senate Grievance Committee submitted its report to Principal Johnston on May 21, 1981, with a copy to Professor Asimakopulos, pursuant to section 10.7 of the regulations.

Professor Asimakopulos had serious concerns regarding the composition of the Senate Grievance Committee which heard his case, the completeness of its report and its interpretation of the facts. These are explained in the first CAUT report (*Bulletin*, October 1983). Neither he nor the AF&T Committee appreciated at the time (i.e. 1980-81) the existence of a fundamental flaw in the McGill grievance procedures: the University was not obligated to make available to a grievor all relevant documents in its possession. Further, the Senate Grievance Committee did not have the authority to compel the production of documents. This, by contrast, is one of the basic powers which arbitration boards have under provincial labour codes. Thus Professor Asimakopulos, and apparently the Senate Grievance Committee also, did not know of the existence of the Bell-Martin correspondence. These documents establish in the most clear and incontrovertible terms that the Martin Committee and hence Senate had neither the competence nor the authority to investigate and judge his conduct. Their revelation could have resulted in the report of the Senate Grievance Committee being more strongly in favour of Professor Asimakopulos' favour than it was and could have materially improved the chances that the report would lead to a resolution.

Nevertheless, despite the flaws, which biased the process against him, the Senate Grievance Committee did find in favour of Professor Asimakopulos to a significant extent. It concluded, among other things, that

"...Senate's action...could be interpreted as a reprimand."

"Senate's error lay in the failure to establish procedures appropriate to the seriousness of the matter of which it was seized."

The report recommended to the Principal as follows:

"RECOMMENDATION:

The Committee on Staff Grievances recommends that Senate be advised either:

- 1) to carry this matter to its logical conclusion by preferring charges of misconduct against Professor Asimakopulos and referring them to an appropriate quasi-judicial body for trial, or
- 2) to act to quash those sections of the report of the Committee on Disclosure of Information which refer to the specific actions of individuals."

The only person or body with authority to decide on action following receipt of a grievance report is the Principal. Pursuant to regulation 10.7, the Principal is not bound to follow a recommendation as stated by a Senate Grievance Committee. The intent of the Senate Grievance Committee is sufficiently clear, however. In its view the Principal should decide between two possible courses of action and then advise Senate to follow the one he chose. If the Committee had intended that Senate make the choice, the introductory phrase of its Recommendation

tion would have been different. Further, if it is assumed that the Senate Grievance Committee accepted jurisdiction of this grievance against Senate in good faith, then it is scarcely credible that the Committee would leave to Senate the judgement as to which course of action was appropriate for it to select. Such would only heighten the perception of Senate as judge in its own cause, thus leaving the process open to discredit.

The Senate Grievance Committee's explicit finding as to "Senate's error" and its implicit finding in the Recommendation to the effect that Senate is not a quasi-judicial body are noteworthy also in another respect. They provide additional confirmation of the immediate inference from the Bell-Martin correspondence that Senate did not have the authority and competence to enquire into and judge the conduct of Professors Asimakopulos and Weldon.

6. Actions of Principal Johnston

Principal Johnston met with Professor Asimakopulos on June 11, 1981 to discuss the report of the Senate Grievance Committee. The Principal wrote to Professor Asimakopulos on July 10 to advise that, "While the report is given to me as Principal to act upon as I think appropriate, its recommendations are directed to Senate."

I have decided to give the May 21, 1981 report to the Senate Steering Committee...for it to consider the recommendation of the Recommendation...to Senate."

At this point a misunderstanding arose between the grievor and the Principal as to whether the grievor's agreement was required before the Principal could release a grievance report to another party to the dispute. This was pursued in correspondence from late July through early November.

Principal Johnston interpreted remarks by Professor Asimakopulos to mean that the Senate Steering Committee and Senate could not be given the report unless he agreed. Professor Asimakopulos' actual position was, however, that pursuant to regulation 10.7, the Principal and only the Principal had authority to decide on action upon receipt of a grievance report. Therefore the Principal should act on his own authority.

Professor Asimakopulos had two immediate concerns. One was that the wording of Principal Johnston's July 10 letter could be taken as an indication that the Principal intended to abdicate his authority to make a clear decision and thus advise Senate to pursue a particular course of action. The other was that express agreement by Professor Asimakopulos to transmit the report could be seen as redundant (since the regulations provided nothing respecting the agreement of grievors on action regarding grievance reports). As such it could be seen as complete endorsement of the report and the process which led to it, as well as endorsement of the possible abdication of authority by the Principal.

Unfortunately, the actual understanding of each was stated in a clear way to the other at a rather late stage in the correspondence. In the meantime Principal Johnston decided to go to the Senate Steering Committee with a clear recommendation of his own.

In a memorandum to the Senate Steering Committee dated September 11, 1981, Principal Johnston stated,

"I recommend to the Senate Steering Committee that it follow recommendation two of the Grievance Committee Report and that in addition Senate call to the attention of the McGill Reporter, this action, and that in addition it request the Secretary-General to proceed in accordance with paragraph three of Professor Asimakopulos' letter of July 27, 1981." (emphasis added)

This development is noteworthy in several respects:

(i) At this stage the Principal made a clear decision, a definite choice between the two alternatives posed by the Senate Grievance Committee for advice to Senate, in accordance with the evident intent of that Committee;

(ii) The Principal's recommendation, if it were to be implemented, would provide the grievor with the remedy he sought, namely,

the quashing of the improper actions of the Martin Committee and Senate and the provision of specified publicity to the quashing;

(iii) The Principal's September 11, 1981 recommendation was not an arbitrary or random choice between the two alternatives exactly as posed in the report of the Senate Grievance Committee. Rather it had two significant additions which arose directly out of the correspondence between the Principal and the grievor. Thus it would have had the effect of resolving the grievance and terminating the proceedings, whereas recommendation one in the grievance report entailed a continuation and escalation of proceedings.

Principal Johnston, however, did not advise Professor Asimakopulos, the grievor in the matter, of his decision on the grievance. In fact Professor Asimakopulos only learned of the September 11, 1981 memo containing the Principal's decision many months later, in 1982, as an incidental result of another grievance action.

On September 16, 1981 Principal Johnston wrote to Professor Asimakopulos regarding the meeting of the Senate Steering Committee held that morning. The Principal said that it

"considered the recommendation of the Committee on Staff Grievances..."

but made no mention of the fact that he had also considered the clear decision which he had communicated to it in writing. He said only that the Steering Committee members "would find it difficult to place these recommendations before Senate without...the Report...as well."

Regarding authority to place the Report before Senate, Principal Johnston stated in this letter that he interpreted section 10.7 of the regulations

"to include the right to distribute the report to all the parties involved in the grievance...the other party involved is Senate..."

but, "I am reluctant to exercise my right if you insist that such action is either offensive to you or in error."

Professor Asimakopulos, unaware of the Principal's September 11 memo, was still under the impression left by the Principal's July 10 letter which was that the Principal appeared to be abdicating his authority to make a real decision. Thus Professor Asimakopulos responded on September 21, agreeing with Principal Johnston on the interpretation of regulation 10.7 and stating further that,

"The actions you take are your responsibility, not mine..."

Nowhere in the correspondence did Professor Asimakopulos insist that giving the report to Senate was offensive to him or in error.

Principal Johnston then concluded that he could not give the report to Senate without Professor Asimakopulos' consent. He gave to Senate instead a 3-page summary of the 8-page report, prepared by the Associate Secretary of Senate, at its meeting of October 14, 1981.

For the purposes of this meeting of Senate, the Principal changed his decision from that of September 11 to simply placing before Senate the complete recommendation to the Principal of the Senate Grievance Committee dated May 21 (quoted above) and asking it to make its own choice and adopt one of the two alternatives proposed therein.

This latter he explained to Professor Asimakopulos in letters dated October 15 and 29. In particular, (October 29)

"My decision was to follow that (May 21) recommendation fully and explicitly. Thus, I presented this recommendation to Senate at its meeting on October 14, 1981."

The response of Senate was to table the matter sine die, after considerable discussion. The Principal reported to Professor Asimakopulos on October 15 that

"...some Senators felt some difficulty in coming to a clear conclusion...in the absence of having the full Grievance Report..."

The matter remains tabled and the grievance remains unresolved.

Several observations can be made on these developments.

(i) Regulation 10.7 concerning grievances

states that the Principal's

"decision on reception of the report shall be final..." (emphasis added)

The Principal made a decision on September 11, which he reduced to writing. On October 14 he presented a very different decision. Had Professor Asimakopulos known of the original decision he could have considered lodging a grievance against the Principal alleging violation of regulation 10.7.

(ii) The Principal's second decision, to present no single and clear course of action to Senate, appears to be at variance with the intentions of the Senate Grievance Committee, whereas his first decision was in accordance with these intentions. In short, his second decision did not "follow that (May 21) recommendation fully and explicitly."

(iii) The Principal was not bound to decide in accordance with the Senate Grievance Committee's recommendation, but his failure to propose a single course of action may have contributed to Senate's subsequent indecision.

(iv) The impression conveyed to Senate by the Principal that the grievor was, in effect, preventing him from giving the full report to Senate may have left some Senators with the impression that the grievor was uncooperative or disrespectful. The Principal may thus inadvertently have caused members of Senate to become less willing to take any action.

(v) Apparently most members of Senate were still unaware of the Bell-Martin correspondence which established a priori that the Martin Committee and Senate had exceeded their competence and authority.

(vi) Finally, it might well have been predicted that a large body such as a university senate, having no special competence in resolving grievances and having been given no advice, quite aside from its being a party to the dispute, would fail to provide a fair resolution.

7. The Adell Inquiry into the Weldon Case

Following the CAUT Board meeting of March 1981, the AF&T Committee established a formal Committee of Inquiry into the grievance of Professor Weldon. Professor B. Adell, then Dean of the Faculty of Law at Queen's University, acted as the Committee of Inquiry. He visited McGill University in early November 1981, and spoke with a number of the professors and administrators directly involved. He also reviewed documents. Principal Johnston cooperated with Dean Adell's inquiry.

The documents made available to Dean Adell were then made available to Professor Weldon. The Bell-Martin correspondence was included and Professor Weldon gave a copy of this to Professor Asimakopulos. Thus, after enduring about a year of formal grievance proceedings, which came to naught, in addition to the developments of the two preceding years, Professor Asimakopulos learned for the first time of the existence of what should have been the central documents in his case.

In his report, dated April 6, 1982 Dean Adell addressed several of the questions listed in section 3 of the present report.

As to question 1) regarding the nature of the documents circulated, Dean Adell found as follows:

"It should be noted at this point that on December 12, 1978, Principal Bell sent Professor Weldon a list of 37 documents, purporting to be a list of all of the items circulated by Professors Weldon and Asimakopulos to that time. References herein to the dates and numbers of circulated documents are based on that list. I was provided with copies of each of those documents by Principal Johnston, in the form in which they were given to him by the University Secretariat."

"I am not in a position to evaluate the propriety or otherwise of Professor Weldon's action in circulating that material, and I will not do so. However, it may be of some relevance that none of the material distributed by Professors Asimakopulos and Weldon at the end of May and the beginning of June 1978 — or indeed, right through to Novem-

ber 1978 — related directly to the merits of (Dr. X's) promotion application or to his academic or personal qualities. All of the circulated material dealt with how his application was being handled."

As to question 3) whether the three professors were reprimanded by Senate, Dean Adell found, with specific reference to Professor Weldon, that:

"Two insubstantial arguments first have to be cleared out of the way. One is the literal argument to the effect that no reprimand was ever given. It is true that the motion passed by the Senate on November 22, 1978, did not in so many words reprimand Professor Weldon or anyone else. However, the motion did state that the Senate endorsed the conclusions in the report of the Committee on the Disclosure of Information, and those conclusions were very critical of the judgment of Professors Weldon and Asimakopulos and probably also of the propriety of their conduct. That is clearly tantamount to a reprimand, and (it) is of no significance that the report did not use the word 'reprimand' or other words explicitly denoting disciplinary action."

"The second argument of no substance is that the Senate, not being responsible for employment relations and not having the power to fire or suspend anyone, could not take disciplinary action of a sort that ought to be of any interest to the CAUT. There can be no doubt that, in a collegially run university in which the Senate exercises wide powers over the academic affairs of the institution, a reprimand from the Senate can have a considerable detrimental effect on a faculty member's freedom to speak and act as he thinks appropriate, even though it may not have any perceptible impact on his salary, rate of promotion, or other conditions of employment."

"Much more important, and worthy of a good deal more attention, is the argument that the Senate's action with respect to Professor Weldon was not by its nature a reprimand, but merely an attempt by the Senate to stop a course of action which it thought harmful. By this reasoning, a reprimand has to be intended to form part of a person's employment record, for possible future use against him if he should again engage in blameworthy conduct. Here, Senate's action was not undertaken for such purpose, but merely to put an end to what was seen as a continuing injury to McGill and to (Dr. X). If this is to be considered as disciplinary action, requiring the procedural protections appropriate to such action, then, the argument runs, any action by the Senate which implies an unfavourable assessment of a faculty member's activities would have to be treated as discipline and would have to await the completion of a thorough investigation."

That argument is based on a fear of what can be called creeping legalism, and it has a good deal of merit.

"In Professor Weldon's case, however, I do not think the argument can prevail. The disciplinary aspect of the Senate's action simply looms too large, especially when that action is viewed in the light of the fact that relatively little material had been circulated by Professors Weldon and Professor Asimakopulos in the preceding few months. Most of the documents which they circulated went out several months before the Senate took action, and there appears to have been little reason to expect that a new outpouring of material was imminent. I do not doubt that Professor Martin correctly sensed a great impatience on the part of the Senate for some action. However, I do not think that the circumstances on November 11, 1978, or on November 9 or 11, or a fortiori on November 22, were such as to justify the argument that the Senate was acting to bring an ongoing problem under control rather than to impose discipline for past acts that were considered (perhaps rightly) to be deserving of opprobrium. Directing opprobrium against an individual, even if he may well deserve it, is something which, in the university and indeed in other employment contexts, can usually await the exhaustion of reasonable procedural safeguards. I

see no good reason why the time for such safeguards could not have been spared in this case."

As to question 4), whether the procedures were sufficiently inadequate to cause serious unfairness, Dean Adell found:

"The extent of proper procedures in a case of this sort has to be kept in perspective. Professor Weldon's employment was not placed in jeopardy, nor was his competence as an economist called into question. What was in question was his judgment, and perhaps the propriety of his conduct, in using his access to certain files to give wide circulation to material from those files and from elsewhere which he believed would lend support to his position in a conflict that had arisen between him and the administration of the faculty and the university. Much of the escalation of the matter was caused by aggressive rhetoric used by Professors Weldon and Asimakopulos in various pieces which they wrote and circulated before and after the Senate acted. It must be remembered, however, that Professors Weldon and Asimakopulos were not in positions of authority over the university administration and the Senate, but that the Senate and the administration were in positions of some authority over them. If the Principal or the Senate had made the sort of remarks about Professors Weldon and Asimakopulos which Professors Weldon and Asimakopulos made about the Principal and the Senate, the Academic Freedom and Tenure Committee might have a much bigger problem on its hands."

"Although the Senate did have a certain kind of authority over academic staff, it clearly did not have the power to terminate or suspend a faculty member or to impose any other indirectly employment-related penalties on them, and Professor Rubenstein's motion called for no sanction beyond a reprimand. On the other hand, that reprimand was strongly worded, and it related to a matter of considerable importance. The impact which the motion, if passed, could reasonably be expected to have had on Professor Weldon was middling — neither very severe nor very inconsequential. That being the case, procedural safeguards of moderate rigour were called for before the motion was passed. Professor Weldon should have been given an opportunity to present a reasonable amount of evidence and argument. He should have been allowed to hear the evidence and argument against him, or at least to have it fully recounted to him, and to reply to it. I do not think that an opportunity to cross-examine would have been essential, or that the people hearing and deciding the matter need have come from outside the university."

"Unfortunately, even such basic and modest procedural safeguards were not offered to Professor Weldon. At the committee level, I think Professor Martin's letter of November 9, which is set out in full above, did adequately put Professor Weldon on notice as to what he was alleged to have done wrong. However, the procedure outlined in the letter, though it would have been quite adequate for an initial inquiry into whether there was any merit in proceeding further with the matter, was quite inadequate for what appeared already to have been envisaged as the only investigation that would be conducted by anyone. That procedure consisted wholly of brief one-person interviews, with no opportunity given to any interviewee to hear what the others were saying or to be made fully cognizant of the substance of their evidence or arguments before attempting to respond."

"Whatever the shortcomings in the committee's procedures, they could have been corrected at the Senate level, either through the admittedly very cumbersome vehicle of a hearing before the full Senate or through the more workable alternative of referring the matter to a smaller group for a hearing and a report back to the Senate. Unfortunately, Senate chose neither of these possibilities, but dealt with the matter as just another agenda item. This resulted in two serious procedural shortcomings: a failure to give individual notice of the meeting to Professor Weldon, and a failure to conduct any sort of hearing in the matter."

"On the question of notice, I cannot understand how a faculty member whose conduct was so clearly called into question in the report of a Senate committee, and who was not himself a member of the Senate and was therefore not in regular receipt of Senate agendas and other Senate documents could possibly be considered to have adequate notice of the meeting and of what was on the agenda merely because such meetings happened to be open to anyone who wanted to come. There was a responsibility on the Senate and its officers to make sure that anyone who was singled out for such strong criticism in a proposed motion was given clear notice of the meeting and of the relevant agenda item and of his right to speak to the matter."

"I must add that the size of the majority by which the motion reprimanding Professors Weldon and Asimakopulos passed in the Senate is totally irrelevant to whether the reprimand was preceded by adequate procedural safeguards. That point should really be too obvious to have to be stated, but I am afraid that a number of comments made since November 1978 by various people in support of the Senate's action place a good deal of emphasis on the size of the majority, as if it could somehow help to make up for any procedural shortcomings. It clearly cannot."

"By the same token, the allegation by some opponents of the Senate's action that there was a general climate of disrespect for procedural proprieties at McGill during the period in question must be treated as wholly irrelevant to whether adequate procedures were or were not followed in this particular case. In reaching the conclusion that the procedures were not adequate in this case, I have entirely excluded from consideration any suggestion that such a climate existed."

Dean Adell concluded:

"Although the Senate does not have direct authority over the employment of faculty members, it is a body with considerable authority within the university, and the reprimand related to quite a serious matter. That being the case, I do not think Professor Weldon should have to prove specific damage to his reputation or career in order to be entitled to a remedy against what I have found to be a flawed proceeding."

Dean Adell's report was made available to the University and Professor Weldon in accordance with CAUT policy.

8. Professor Asimakopulos' Second Grievance

Principal Johnston gave Dean Adell access to the May 21, 1981 report of the Senate Grievance Committee on the case of Professor Asimakopulos, on a strictly confidential basis. Apparently the Principal felt that disclosure of all relevant information to Dean Adell might be useful in bringing about a resolution of both grievances.

When Professor Asimakopulos learned of this, he decided to lodge a grievance against the Principal, alleging violation of the University guidelines on the confidentiality of personal information (dated December 22, 1981). His purpose was to resolve an apparent contradiction. Principal Johnston had decided that he was not free to provide the report to Senate, a named party to the original grievance, without Professor Asimakopulos' permission; Principal Johnston had now decided that he was free to provide the same report to Dean Adell, an outside investigator into another dispute, without Professor Asimakopulos' permission.

This grievance was heard by another Senate Grievance Committee, which reported on June 21, 1982. It found in favour of the Principal: since the Weldon and Asimakopulos cases were closely related, provision of the report to Dean Adell was done in good faith and formally justified by an extrapolation of regulation 10.7. In brief, the Principal had the unilateral authority to give the Report to Dean Adell.

This conclusion lent considerable support to Professor Asimakopulos' contention that the Principal had all the authority he needed to give the report to Senate in the Fall of 1981.

An interesting legal observation emerged from this second grievance. The then University solicitor, Mr. P.M. Laing, O.C., advised that the Principal could not receive and act upon the report on this grievance, as it was against himself. Mr. Laing further advised that the Board of Governors be substituted for the Principal for the purposes of regulation 10.7. The solicitor's advice is reported in the June 21, 1982 grievance report, which was addressed to the then Chair of the Board, Chief Justice A.B. Gold. Mr. Laing's advice lends weight to the original contention that Professors Asimakopulos and Weldon did it was inappropriate to have a grievance procedure where a Senate committee would investigate a grievance against Senate and whereby Senate could, ultimately, be asked to decide and implement the resolution of a grievance against itself.

Much has been made of this second grievance by authorities at McGill (cf. for instance, Board Chair Hallward's May 25, 1983 letter to then President K. McGovern of CAUT). Professor Asimakopulos has been blamed for contributing significantly to Senate's tabling of the matter of resolution of his first grievance. It has also been implied that the filing of the second grievance over release of the report to Dean Adell was such that he would have grieved against release of the report to Senate. Two points should, however, be noted. The Principal did give a lengthy and accurate summary of the report to Senate. This summary contained the essential information in it. Therefore, if Professor Asimakopulos had been inclined to grieve release of the report to Senate, then he would have grieved release of the summary. He did not, however. Further, the second Senate Grievance Committee in its report to Chief Justice Gold of the Board of Governors stated in its findings that:

"The Committee does not accept the imputation that the grievance of Professor Asimakopulos is an abuse of process."

Finally, it must be emphasized that Professor Asimakopulos first learned of the existence of Principal Johnston's September 11, 1981 memo setting out the Principal's original decision on the other grievance as a result of this grievance. It was among a bundle of documents he received from the Principal's office in connection with proceedings on this grievance.

9. Subsequent Attempts to Secure Redress

The May 1981 Senate Grievance Committee report and the April 1982 Adell report concluded that the respective grievances were justified and that remedies were warranted. In light of these reports, CAUT made representations to both the Administration and Senate to urge them to act to resolve the grievances. CAUT also approached the Board of Governors.

President McGovern wrote to Board Chair Hallward in 1983:

"Specifically we are asking the Board of Governors of the University to act to remove the discredit brought on Professor Weldon and Asimakopulos by the findings of the Senate Committee on Disclosure of Information (the Martin Committee), by Senate's endorsement of that report and by the distribution of the report and the publicity given this matter in the McGill Reporter (November 29, 1978) under the headline 'Three Professors Reprimanded in Senate'."

CAUT also proposed arbitration as an alternative.

No favourable response was received and the first AF&T report was published in the October 1983 Bulletin.

There were subsequent discussions between representatives of CAUT and various people at McGill, including representatives of the faculty association, MAUT, such as the round of discussions the Chair of AF&T had in early 1985.

Professor Weldon appeared before the CAUT Board in June 1985 to request a renewed effort. The Board authorized the Past President and the new Chair of AF&T to make a further attempt to achieve a resolution of the grievance.

The Past President and the Chair of AF&T had a number of meetings and exchanged

correspondence with Professors Asimakopulos and Weldon, representatives of MAUT, Principal Johnston and Vice-Principal S. Freedman. While the CAUT representatives were initially acting on behalf of Professor Weldon, it was apparent that Professor Asimakopulos' original grievance also should be resolved and that indeed it would be in the best interests of their department to resolve both. Professor Asimakopulos agreed that the CAUT representatives could seek a resolution on his behalf.

The CAUT representatives attempted through these discussions to identify and support a fair means of resolution which would be legally and politically feasible.

Arbitration had been proposed on other occasions, but had been rejected by the Administration, Senate and the Board of Governors. It was proposed again, but not accepted.

The Administration had repeatedly insisted on the use of procedures internal to the University for the resolution of these two grievances against Senate. For this reason a procedure which would be more internal to the University and more informal than arbitration, but which would operate with reasonable standards of fairness, namely an ad hoc review committee, was proposed by the Chair of AF&T in early 1985. This proposal was raised again, with particular reference to Professor Weldon's grievance, and explored in detail by his successor and the Past-President in their discussion with representatives of MAUT and the Administration during the Summer and Fall of 1985. This approach also was not accepted.

Over the years the Administration has said repeatedly that Professor Weldon "has been unwilling to use procedures in place in the University" for the consideration of his grievance against Senate. This observation has been invoked to justify the Administration's failure to provide a fair means to resolve his grievance. It must be repeated in response that Professor Weldon had grounds for believing that the procedures in place in the University were seriously flawed with respect to consideration of grievances against Senate, that the CAUT Board agreed with Professor Weldon and that since 1981 there is empirical evidence of serious flaws. The last point refers of course to the experience of his colleague Professor Asimakopulos, who did use the procedures in place in the University. It should also be noted that Professor Weldon already had been affected adversely by the use of flawed procedures at McGill University, specifically by Senate in May 1978 and by the Martin Committee and Senate again in November 1978. Thus, his unwillingness to use flawed procedures was well grounded in experience as well as in principle.

As noted in sections 5 and 6 of this report, under its procedures the University failed to provide Professor Asimakopulos with crucial documentary evidence in its possession on his case (the Bell-Martin correspondence); the Principal failed to stand by a clear decision he had initially made (which is recorded in his September 11, 1981 memo and which pursuant to section 10.7 of the regulations should have been final), changing it instead to something of a non-decision on his part by leaving the decision to Senate; the party grieved against; and Senate failed to act, having tabled the matter indefinitely. Failure to provide any resolution for well over 5 years must be considered a serious flaw in any grievance procedure.

In spite of these serious flaws, the procedures in place in the University could lead to a resolution of Professor Asimakopulos' grievance if Senate were to remove the matter from the table. In particular, the long proceedings in his case would be terminated immediately if Senate were to implement the Principal's September 11, 1981 proposal.

If this latter could be accomplished, then a possible means of resolving Professor Weldon's grievance would be for the parties to the dispute simply to execute a written agreement to the effect that, the facts of the cases being nearly identical, the same remedy would apply to Professor Weldon's grievance (i.e. that set out by the Principal on September 11, 1981). A further set of grievance proceedings on this nearly identical case would thereby be avoided. This approach

was proposed to the Principal by the Chair of AF&T in a letter dated October 7, 1985.

If this proposal could be implemented, multiple benefits would result. Two long-standing grievances would be resolved. The grievance procedures in place in the University, by which the Administration has long set great store, would receive an infusion of credibility, albeit belatedly. The tensions within the Economics Department would begin to relax.

The Past-President and the Chair of AF&T discussed this proposal (among others) with the Principal and the Vice-Principal at a meeting on November 29, 1985. The Principal and Vice-Principal expressed great reluctance to try to have Senate re-open the matter and resolve Professor Asimakopulos' grievance. Their recent review of the situation led them to believe that the prospects of success were very limited. It is worth noting here that, from conversations with a variety of people at the University, the CAUT representatives learned that the animosities generated by events of 1978 still had not entirely subsided.

By this point then, the Administration had declined to accept arbitration or an ad hoc review committee and appeared quite reluctant to return to Senate. Thus, after further discussions with the grievors, CAUT proposed a fourth option in a letter to the Principal dated March 6, 1986. This proposal required no action by Senate and was, in CAUT's opinion, legally and politically feasible. It required only that the Principal make a declaration to the effect that, on the basis of findings on the grievances by the Senate Grievance Committee and by Dean Adell and related information such as the Bell-Martin correspondence, he as Principal accepted that the Martin Committee and Senate had erred; that he endeavour to have the Board of Governors endorse this acceptance; and that he endeavour to give these actions specified publicity. Under this arrangement Senate's record would remain intact, unless Senate decided subsequently to act of its own volition. This proposal was acceptable to Professors Asimakopulos and Weldon.

The reasons for not including Senate in this fourth proposal were as follows. The Principal and Vice-Principal felt that Senate was unlikely to act on the matter. CAUT's view was that Senate was almost certain not to move constructively to resolve even Professor Asimakopulos' grievance which had been placed before it, unless the senior academic officers of the university exercised leadership in the matter. CAUT accepts that the Administration cannot dictate to Senate. All that CAUT requested of the Administration in the third proposal listed above was the exercise of leadership.

Principal Johnston responded in a letter to the Chair of AF&T dated May 12, 1986, accompanied by a legal opinion addressed to him from the University's solicitors dated April 29, 1986. This legal opinion was to the effect that the Principal's hands were tied, on the strength of the Latin phrase *lis pendens*. This was invoked in an apparent attempt to establish that, having at a certain point in time decided to leave the entire decision on action for a resolution of the Asimakopulos case to Senate, he could not subsequently decide to take any alternative actions such as had been proposed by CAUT. The solicitors further opined that the Principal's hands were tied even more tightly on the Weldon case, because Professor Weldon had declined to use procedures in place in the University and because the Principal had given the similar Asimakopulos grievance to Senate.

The AF&T Committee obtained two legal opinions on the opinion of the McGill solicitors. Both were to the effect that the opinion of the McGill solicitors was conservative and that a rather more liberal opinion, as to the Principal's ability to act in an alternative but legal way to resolve the grievances, could have been given.

A concluding statement of the opinion of the McGill solicitors was that,

"We know of no impediment which would prevent Senate from adequately disposing of the grievances in a manner which it thinks most suitable."

The opinion did not address the central problem, namely that Senate has failed, for a

number of years, to dispose of the grievance of Professor Asimakopulos in any adequate manner.

The opinion of the McGill solicitors appears to contain a fundamental element of inconsistency. In the first paragraph of their opinion on the Asimakopulos case the McGill solicitors stated that, in reference to section 10.7 of the regulations,

"The Principal is not required under that section...to report back to the Senate nor to any of its committees (sic) with respect to his decision. The fact that you did make a recommendation to the Senate Steering Committee is a matter going to the exercise of a discretionary power rather than a fulfillment of a regulatory requirement."

In short the Principal made a decision. This was to proceed through the Steering Committee to Senate with a clear and unambiguous recommendation for action by Senate, as expressed in his September 11, 1981 memo. In its second paragraph the legal opinion went on to confirm the obvious interpretation of the phrase

"...his decision on reception of the report shall be final..."

of regulation 10.7. The opinion stated, regarding a subsequent decision,

"...you cannot...take any steps which would have the effect of altering or overruling the decision already expressed under section 10.7 of the Regulations." Principal Johnston, however, in 1981 did alter or overrule his original decision in a major respect, as noted earlier in this report. Despite their just quoted opinion on finality as intended by regulation 10.7, the McGill solicitors opined, surprisingly, that the Principal's second decision, to proceed to Senate with a very different recommendation

"...in no way contradicts your decision expressed before the Senate Steering Committee." From all of this the AF&T Committee has concluded that, if it was legal for the Principal in October 1981 to change his decision made pursuant to regulation 10.7 in September 1981, then it is no less legal for him to change it again. The reason for changing his decision in 1981 did not flow from legal necessity, hence it must have flowed from considerations of a political nature. The reason why CAUT has been proposing alternative "decisions" ever since that time is also of a political nature: the Principal's second decision did not work. Also, justice delayed is justice denied.

10. Principal Johnston's Proposal

Principal Johnston, in his letter to the Chair of AF&T dated May 12, 1986 to which the legal opinion was attached, with reference to the Asimakopulos case, said

"I suggest you review again the approach to Senate."

Further, with regard to whether the full report of the Senate Grievance Committee on the case could be given to Senate, the Principal said

"...it is still uncertain whether he (Professor Asimakopulos) objects or agrees." Principal Johnston's letter concluded,

"My colleagues and I are prepared to consider taking whatever positive steps are available to circumscribe and dispose of the debate in a manner which would see justice done on this increasingly complicated file. I am however myself circumscribed by the legal constraints of my office and the jurisdiction of Senate."

The Chair of AF&T responded, with the approval of the grievors, by taking up the Principal's apparent offer, in the interests of finally moving the matter forward. In a letter dated August 5, 1986 he said that while CAUT was not in agreement with elements of the legal opinion, nevertheless, achieving a resolution was more important than the particular avenue followed. Therefore,

"We encourage and indeed urge you and your colleagues to initiate an approach to Senate, since that is the avenue you prefer, to act to resolve Professor Asimakopulos' grievance. If you are prepared to do so, as we infer from your letter of May 12, then we are certainly prepared to provide any assistance you might reasonably request. Just resolution of this grievance should then lead, with-

out great difficulty, to just resolution of Professor Weldon's grievance."

The Chair of AF&T also stated that, "The circumstance of the dispute are such that a necessary condition for success in an approach to Senate is that you and your colleagues be prepared to take the initiative in the matter, as I have already noted in my March 6 letter to you. On the assumption that your letter can be taken to indicate that you and your colleagues are now so prepared, my colleagues and I certainly encourage you to proceed. While we recognize that there are difficulties with this approach, we are confident that with the leadership of the senior administrative officers of the University, Senate will be more inclined to appreciate that it would be in the best interests of the University to agree to do justice in this long standing dispute."

We feel that it is reasonable that, in now requesting Senate to remove this matter from the table, you provide with the full Report. Indeed, you may be assured that the Academic Freedom and Tenure Committee would support your provision of the full Report to Senate. You have indicated continuing concern over the fact that Professor Asimakopulos grieved your action in providing the Report to Dean Adell... In any event this grievance was decided in your favour. Further, it is my understanding that Professor Asimakopulos accepts that you as Principal, having referred the resolution of the original grievance to Senate, have the authority under the Regulations concerning grievances then to provide the full Report to Senate.

In the interests of completeness of information for Senate and of fairness to the grievors, we urge you also to provide to Senate a copy of the Bell-Martin correspondence of 1978.... This should have the beneficial effect of further encouraging Senate to follow your September 11, 1981 recommendation and thus circumscribing the debate...."

Principal Johnston wrote on September 30, 1986, saying that he

"wanted to undertake some rather thorough and comprehensive consultation here before replying and that has not yet been completed."

He said that he would respond when the consultations were completed.

The Chair of AF&T contacted the Principal by telephone on December 17, 1986. The Principal indicated that as a result of his consultations he had concluded that he should proceed to act along the lines emerging from his May 12 letter and the AF&T response of August 5. He further indicated that he would advise the AF&T Committee in writing before its mid-January meeting as to the details of the course of action he was proposing to take.

The Principal contacted the Chair of AF&T by telephone on January 12, 1987. This was followed by a letter from the Principal of the same date. The Principal now stated that,

"As a consequence of your letter and earlier correspondence I agreed to consult with colleagues here as to whether new initiatives might be taken within Senate to bring the report of the University Grievance Committee on the grievance of Professor Asimakopulos off the table and onto the floor of Senate for further consideration."

There is little enthusiasm for such initiatives. In particular, the Executive of the MAUT, on the basis of wide consultation, has concluded that nothing further should be done."

The AF&T Committee reviewed this chain of events and decided to recommend publication of the present article.

11. Responsibilities of the University Administration

The question of the degree of responsibility borne by the University Administration, both for the origins of these grievances and for their resolution, is central. The Administration has long claimed that these responsibilities lay primarily with Senate. Further, in the case of Professor Asimakopulos, the

Administration has long implied that he must bear a significant measure of responsibility for the failure of the McGill grievance procedures to provide any resolution of his grievance.

The AF&T Committee's view is that the Administration of the University shares with Senate the responsibility for the origins of these grievances and bears the primary responsibility for ensuring that decisions are made and implemented to provide resolutions. Thus, the Administration bears the primary responsibility for the fact that these grievances have not yet been resolved.

Professor Asimakopulos, as an ordinary grievor, was not in charge of the grievance proceedings on his case. As to the question of distribution of the grievance report, his position was not characterized correctly by Principal Johnston and Board Chair Hallward.

Regarding the origins of the grievable events, the significant responsibility of the Administration is indisputable. Principal Bell gave the Martin Committee written instructions as to the limits of its authority and competence. He had a responsibility to enforce this direction. He should have noted, upon receipt of the Martin Committee's report, that it was improper. He should then have returned it with renewed direction, or else advised Senate that it was improper and provided Senate with the Bell-Martin correspondence. Had the Principal so advised Senate, Senate might have acted differently. Moreover, had the grievors been aware of the Bell-Martin correspondence, they could have grieved against the Principal, as well as against the Martin Committee and Senate.

As regards resolution, in the case of Professor Asimakopulos' grievance the Principal was responsible, solely, for the disposition of the grievance upon receipt of a grievance report. The disposition that Principal Johnston ultimately chose was not carried through. He has not made available any alternative method of resolution. In addition to the failure to provide any resolution, the procedure in place at the University revealed other flaws. Neither the grievor nor (apparently) the Senate Grievance Committee was provided with crucial information (the Bell-Martin correspondence). Upon receipt of the grievance report, Principal Johnston made a decision, but failed to advise the grievor. The Principal then changed his decision and moreover changed it to one which, by its ambiguity, was not conducive to Senate moving to provide an actual resolution.

Thus, the Administration has failed to provide to both grievors a fair and effective means for resolving their grievances; the procedures in place did not work and no alternative and reasonable procedure has been made available.

12. Conclusions

1) The grievances of Professors Weldon and Asimakopulos were investigated formally by Dean Adell and the Senate Grievance Committee. In their central findings the two reports were in essential agreement: Professors Weldon and Asimakopulos were reprimanded by Senate; Senate erred; remedies are warranted.

2) The Administration shares with Senate the responsibility for the occurrence of the grievable events.

3) A remedy formulated by Principal Johnston on September 11, 1981 with respect to Professor Asimakopulos' case, is acceptable to both grievors, now that they are aware of it, but it has not yet been implemented by Principal Johnston.

4) The grievance procedures in place at the University for these cases have serious flaws. The Administration has so far failed either to provide the leadership required to overcome the flaws in these procedures or to make available any alternative and reasonable procedure.

5) Professors Weldon and Asimakopulos have been subjected to serious unfairness which should be redressed.

In summary, the headline in the *McGill Reporter* should have read, "Three Professors Wrongfully Reprimanded in Senate."

See following page for responses from Principal Johnston and Prof. Asimakopulos.

The following is the text of a letter from Principal Johnston to CAUT.

Re: Grievances of Professors Asimakopulos and Weldon

I understand it is the decision of the CAUT Board to publish the report of your Committee of February 13, 1987 in the May, 1987 issue of the CAUT Bulletin. This is similar to the action of the Board which published a report of your Committee in the October, 1983 Bulletin.

It is unfortunate that nine years after the events giving rise to these grievances they continue to generate extensive interpretation, documentation and reporting and varying judgements and opinions on facts and decisions. In particular, your most recent report contains a number of interpretations of my actions with which I disagree.

Let me choose only one sequence to illustrate the difficulties which have beset these matters since 1978.

1. In 1978, after considering a report of its Committee on Disclosure of Information, the Senate of McGill University concluded that there had been inappropriate circulation, to members of Senate and beyond, of correspondence from a professor's personal file. The report presented evidence that the two grievors had circulated this correspondence. Senate expressed its concern about the inappropriate circulation and the actions of

Response from Principal D.L. Johnston to the Second Report

the two grievors, though they did not appear before Senate.

2. After many months of extensive correspondence and investigation by CAUT and at CAUT's urging one of the two grievors, Professor Asimakopulos, in December, 1980 submitted a grievance against Senate's action to the Committee on Staff Grievances.

3. In May, 1981 the Committee forwarded to me and to the grievor its report which concluded:

"RECOMMENDATION:

"The Committee on Staff Grievances recommends that Senate be advised either:

- 1) to carry this matter to its logical conclusion by preferring charges of misconduct against Professor Asimakopulos and referring them to an appropriate quasi-judicial body for trial, or
- 2) to act to quash those sections of the report of the Committee on Disclosure of Information which refer to the specific actions of individuals."

4. On receipt of that report I wrote to the grievor to seek his agreement that I circulate

this full report to the members of Senate for their consideration and decision in confidential session. I concluded it was essential to seek his agreement because the key issue in this matter was circulation of documents, considered personal, to Senate and identification of individuals, and specific actions of individuals, in those documents. The grievor separately grieved my actions claiming unauthorized distribution of documents in providing a copy of this grievance report to Dean Bernard Adell, the CAUT appointed investigator of the parallel complaint of Professor Weldon on the same facts, for his confidential use.

5. I attach copies of the correspondence over a five month period with the grievor seeking his permission. It illustrates the difficulty experienced over eight years in attempting to resolve these grievances. This correspondence did not produce that permission.

6. Lacking the grievor's permission to distribute to Senate the report of the Committee on Staff Grievances, I asked the Secretary

of Senate to prepare a summary of that report removing from it all reference to named individuals and passages permitting identification of persons but retaining the statements of facts, discussion of principles, conclusions and recommendations.

7. I brought that summary report before Senate at its October, 1981 meeting for its consideration and decision on the recommendations of the Committee on Staff Grievances. Some Senators expressed concern that Senate lacked the full report for its consideration. After extensive discussion, a motion was put to Senate that the summary report be tabled *sine die*, i.e. without a day specified for its reconsideration. It was carried.

8. I wrote to the grievor to advise him of my action to bring the summary report to Senate and Senate's action. He wrote to ask if that was my final action on his grievance as set out in the University Statutes. I replied that it was. From that time to today the grievor has had the right to request a Senator to remove the summary report of his grievance from the table so that the Committee's recommendations may be further considered by Senate, accompanied by the full report with personal references reinstated, if that is his wish.

I trust that the text of the present letter and attachments will be published in the CAUT Bulletin, as suggested in your February 27, 1987 letter.

EXECUTIVE DIRECTOR

Pearson Institute for International Development

Applications are invited for the full-time position of Executive Director of the Pearson Institute for International Development. The Pearson Institute serves as Dalhousie's resource centre for international development and as the focal point for its relationships with international development agencies. Its role is to stimulate and coordinate projects in international development, to enrich the teaching and research of the University, and to undertake development education.

The Executive Director holds a senior administrative position in the University, reporting to the President. A cross-appointment to an academic department is possible. The Executive Director should have strong demonstrated leadership and management capabilities, and experience with issues, projects and agencies in the international development field. Experience with university teaching and research, and with development education is also desirable. Qualified male and female applicants should send a resume and the names of three referees to:

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Dalhousie University

Statement of the McGill Association of University Teachers

In the CAUT Bulletin, Vol. 30, No. 6, of October 1983, the CAUT published a "Report on the Grievances of Professor J.C. Weldon and Professor A. Asimakopulos of McGill University". At that time the advice given by MAUT to the CAUT and published on page 23 of that issue stated:

Statement of the MAUT

We think it is important for readers of the Bulletin to be aware that the McGill Association of University Teachers (MAUT) does not endorse the Report on the grievances of Professor J.C. Weldon and Professor A. Asimakopulos published by decision of the CAUT Board. The MAUT is not now and has never been a party to this dispute but our advice has been sought by CAUT. We have advised against setting up a committee of inquiry and we have advised against the publication of this Report.

Unlike most grievances where an individual professor protests the actions of an administrator, this case involves a Senate criticizing the actions of an administrator toward an individual professor. Our view has been that despite some procedural flaws, all understandable and some excusable, nothing occurred which justified the time and energy which has been devoted to this matter since. It does not deserve further attention.

We sincerely hope, however much we may regret the publication of this Report, that it will at least have the consequence of bringing this matter to a close.

We have reconsidered the matter in the light of the new report of the AF&T Committee and we stand by our earlier advice to CAUT.

We regret that so much effort has not brought this matter to a close and we hope that with this publication the affair can be concluded.

Response from Prof. A. Asimakopulos to the above

myself, correspondence that calls for even sharper condemnation of Senate and its Committee on the Disclosure of Information, that is contained in the Grievance Committee's Report.

Item 4 in Principal Johnston's letter distorts the sequence of events. The grievance referred to was brought after he had informed me of his "final action", referred to in Item 8. Principal Johnston claimed to need my permission to distribute the Grievance Committee's Report on my case to Senate, when he thought it would be useful in settling my grievance - even though in our exchange of correspondence we both agreed that he had the

authority to do so - and then later he gave this report to someone dealing with another grievance (Weldon's), even though he only met with that person "under protest"! It was through this second grievance that I discovered from the papers Principal Johnston made available that he had recommended to the Senate Steering Committee action that would have resolved my initial grievance. The angry response of some members of that Committee to this resolution led him to retreat to a "final action" of pretending that Senate must decide this matter.

My grievance and that of the late Professor Wel-

Headmaster

The Toronto French School

Applications are invited from individuals with strong bilingual capabilities, recognized academic qualifications and senior administrative experience for the position of Headmaster of The Toronto French School, one of Canada's largest private schools.

The Toronto French School has over 1,200 students, ranging in age from 3 to 18, in an integrated bilingual and bicultural program stressing academic excellence, with courses leading to the French baccalaureate, the U.K. "A" and "O" level examinations, and qualification for Canadian and other universities. Applicants for this challenging and rewarding position should have a demonstrated ability to provide strong leadership for the school's innovative programs.

Please submit your resumes in confidence referring to Project 5000.

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don is thus still not resolved. It has reached this impasse because Principal Johnston has not accepted the responsibilities of his office in a grievance concerning McGill's Senate. It is improper, and even contrary to McGill's grievance procedures, as the CAUT Report makes clear, for Senate to act as judge on a grievance arising from its own actions.

It is important for readers of the MAUT Statement to be aware that MAUT is not an impartial body with respect to our grievances. It is a faculty association in which senior McGill administrators are members. Past Presidents of MAUT, who have continued as influential members, were active in urging Senate to take the improper actions that have been criticized by CAUT. MAUT has been one of the main obstacles to the resolution of our grievances, with Principal Johnston unwilling to act contrary to its advice. It is a sign of the merits of our grievance that CAUT, in spite of opposition from the local association, has published two Reports that strongly condemn the activities of the McGill Senate and two of McGill's Principals.

MULRONEY-----1

that it could now turn its attention to certain basic problems such as post-secondary education and health care. He said, however, that there had to be a co-ordinated approach which involved consultations with the provinces and with the representatives of the higher education and research communities.

Mr. Mulroney suggested that the community should see the recent initiatives of the government in such matters as the national science policy and the appointment of the National Advisory Board on Science and Technology with himself

as Chair as part of a deliberate strategy. The strategy would continue through the National Forum in October, the First Ministers' meeting in November, and the Science and Technology Conference in January and would allow the government to have a fully developed policy in 1988. These structures were designed to ensure that the government's future actions had the support of the university community and were also effective, unlike the quick flip on scientific tax credits which he had inherited from the previous government. In this context he promised another meeting with the representatives of the higher education

community.

In summary CAUT reiterated that the university community wanted the Prime Minister to try to secure a better deal on EPF arrangements. It considered the funding of the research councils to be one of the most important indicators of the government's commitment to research and development, the Association said. It also urged on the government the need to consider the matter of student aid in the context of increasing student indebtedness.

Mr. Oberle indicated that the government knew full well that it would be judged by the results of its initiatives — by what they did rather than by

what they said. He also said that there had been a persistent misconception of the government's attitude to the base funds of the granting councils. He stated that the government had wished to send the signal that it was stabilizing these funds and that it would not cut them in the future. It regarded its position as a base, not a ceiling.

The delegation was composed of Prof. Allan Sharp (President, CAUT), Prof. Donald Savage (Executive Secretary, CAUT), Prof. Alan Earp (AUCC, President of Brock University), Pierre-Yves Boucher (AUCC), Tony Macerollo (President, CFS), Jean Wright (CFS).



Andrew Clark, PHC

CAUT, AUCC, CFS meet with P.M.

CRISE-----1

développement régional et le Dr. Earp a fortement recommandé au gouvernement de ne pas oublier la recherche dans les sciences sociales et humaines.

Le président de la Fédération canadienne des étudiants, Tony Macerollo, a parlé du désespoir ressenti sur beaucoup de campus universitaires lorsque, dans le passé, les subventions destinées aux universités faisaient l'objet d'un jeu de football politique tant au niveau du fédéral que des provinces. Il a souligné les problèmes de dettes croissantes qu'éprouve actuellement la population étudiante.

Le Premier ministre a réaffirmé qu'il était décidé à élever le niveau d'éducation et de recherche pour favoriser le progrès économique et assurer des chances égales à tous les Canadiens. Il a affirmé que les universités jouaient un rôle important dans l'ensemble de la stratégie gouvernementale. Le gouvernement considère, a-t-il dit, que certains problèmes économiques généraux devaient être présentés d'abord par le nouveau gouvernement — le niveau des taux d'intérêt, le chômage, et

la dimension de la fonction publique. D'après le Premier ministre, tous les indicateurs économiques montrent les succès du gouvernement dans ces secteurs et indiquent qu'il peut à présent diriger son attention vers certains problèmes de base comme l'enseignement post-secondaire et les soins de santé.

Il a cependant remarqué que des démarches coordonnées qui incluent des consultations avec les provinces et avec les représentants des communautés de la recherche et de l'enseignement supérieur sont indispensables. M. Mulroney a suggéré que la communauté prenne connaissance des initiatives récentes du gouvernement en ce qui touche à des questions telles que les sciences nationales et à la création d'un comité consultatif national sur les sciences et la technologie qu'il préside en vertu d'une stratégie mûrement pensée.

Cette stratégie se poursuivra durant le forum national en octobre, la première réunion des premiers ministres en novembre, la conférence sur la science et la technologie en janvier et elle devrait permettre au gouvernement d'avoir une politique bien établie en 1988. Ces structures ont été

conçues pour assurer aux actions futures du gouvernement le soutien de la communauté universitaire et pour qu'elles soient également efficaces, à la différence de la pichenette sur les crédits d'impôts accordés au domaine des sciences qu'il a hérités du gouvernement précédent. Dans ce contexte, M. Mulroney a promis une autre rencontre avec les représentants de la communauté de l'enseignement supérieur.

En résumé, l'ACPU a répété que la communauté universitaire voulait que le Premier ministre tente d'établir de meilleurs arrangements FPE. Elle considérait, a dit l'Association, que les subventions des conseils de recherche représentent l'un des indicateurs les plus importants de l'engagement du gouvernement dans la recherche et le développement. Elle a également pressé le gouvernement d'envisager la question de l'aide aux étudiants dont la dette s'accroît.

M. Oberle a indiqué que le gouvernement savait très bien

qu'il serait jugé sur les résultats de ses initiatives — sur ses actions plutôt que sur ses paroles. Il a dit aussi que l'attitude du gouvernement à l'égard des fonds de base des conseils subventionnaires avait toujours été vue de façon erronée. M. Oberle a déclaré que

le souhait du gouvernement avait été d'annoncer qu'il stabiliserait ces fonds et qu'il ne les réduirait pas dans l'avenir. Il voyait sa position comme une base, non comme un plafond.

La délégation se composait du professeur Allan Sharp

(président de l'ACPU, du professeur Donald Savage (secrétaire de l'ACPU), du professeur Alan Earp (AUCC, président de l'Université Brock), de M. Pierre-Yves Boucher (AUCC), de M. Tony Macerollo (président du FCE et de M. Jean Wright (FCE).

CONFERENCE ON PART-TIME TEACHING IN THE UNIVERSITY

Glendon College, York University

May 22, 23, 24, 1987

This first Canadian conference on part-time teaching in the university will present current research from Canada and the United States and will provide the opportunity for part-time and full-time faculty, graduate students, researchers and administrators to address some of the central issues facing part-time faculty and their universities:

- Part-time university teaching and the economy of part-time work
- The identification of research needs with the aid of major U.S. researchers
- The terms and conditions of part-time teaching in the university
- Women in part-time university teaching
- Forms of organization and contractual regulations of part-time university teaching
- Current policy initiatives and requirements

In the past decade, part-time teaching has emerged as a growing component of university teaching and as an issue for university faculty and administrators. This evolution in the institutions of higher education has been the subject of extensive research in the United States but has remained largely invisible in Canada. The problem is not only the lack of public awareness but also the failure of university policy to react to this institutional transformation. The necessary first step in overcoming these problems is better funded and more comprehensive research. The purpose of our conference is to bring together people interested in part-time teaching, to share information, to set the agenda for research, and to formulate policy.

Registration Fee: \$15 part-time faculty and graduate students
\$45 full-time faculty and administrators

Accommodation Available at Glendon Residence Conference site and some accommodation are wheelchair accessible.

For information and registration contact:
Daphne Reed, CUWU Conference
C140 West Office Building
York University, 4700 Keele St.
North York, Ontario M3J 1P3

Conference organized by the Canadian Union of Educational Workers (CUWU) Local 3 (York University) with the assistance of York University.

UNIVERSITY OF GUELPH

CHAIR

Department of Consumer Studies

Applications and nominations are invited for the Chair in the Department of Consumer Studies at the University of Guelph. Candidates should have a Ph.D. or equivalent, a record of significant scholarship, demonstrated leadership and administrative capabilities, a commitment to excellence in the conduct and development of teaching and research programs. While it is desirable that candidates will have had some academic work experience, applicants employed in business or government are also encouraged to apply.

The interdisciplinary teaching and research programs of this department are directed, primarily, at consumer aspects of product development, public policy and marketing management. In addition to a strong emphasis in consumer behavior, the department also provides for specialization in such consumer product fields as food, housing/real estate, and clothing/textiles. Faculty come from various disciplines within the fields of management, and applied physical and social sciences. The department, through the College, is associated with the Canadian Federation of Deans of Management and Administrative Studies.

Nominations and applications are open until the position is filled. Appointment is subject to final budgetary approval, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are invited equally from female and male candidates.

Applications, nominations and enquiries should be directed to:

Richard M. Baham, Dean
College of Family and Consumer Studies
University of Guelph
Guelph, Ontario
CANADA N1G 2W1

Reference Librarian/
Law Library

York University Libraries invite applications for the position of Reference Librarian in the Law Library. Responsibilities will include providing reference assistance to law students, faculty and a wide variety of library users.

An MLS degree (or recognized equivalent) is essential. Also required: (a) one to three years of library experience, including reference experience in legal or related areas; (b) a law degree. In both cases, knowledge of online search systems (OL, Westlaw, Dialog) is highly desirable. Knowledge of French is an asset. Effective communication skills and the ability to work in a group management setting are essential.

Appointment will be at the rank of Assistant Librarian. 1986/87 minimum salary \$24,020 — currently under negotiation. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. The position is included in the York University Faculty Association bargaining unit.

Applications, together with résumé and the names of two references, should be sent no later than June 1, 1987, to:

Ellen Hoffmann
Director of Libraries
York University
310 Scott Library
4700 Keele Street
North York, Ontario
M3J 1P3

MCGILL UNIVERSITY
DEAN OF
ADMISSIONS

McGill University has recently established the position of Dean of Admissions. Nominations and applications for this position are now invited.

The Dean of Admissions shall be responsible for the coordination of student recruitment, admissions to the University, admissions to residences, and financial awards to entering undergraduate students. Appropriate experience and a broad knowledge of university life are required. Facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted, preferably no later than May 31, 1987, to Dr. S. O. Freedman, Vice-Principal (Academic), McGill University, 845 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T5.

B.C. -----5

Mr. Hagen stressed that the theme of the new program was "personal responsibility on the part of students. When asked why the government didn't bring back the grant system currently used by all other provinces, he added that he didn't believe in "free lunches."

"The government will provide assistance where there is genuine need and in return the students are expected to find summer employment or do volunteer work and to complete a full course of study," he said.

Details of the summer work program and volunteer system are to be announced later this spring.

Mr. Scott said the program itself represented "quite a victory for students" who have been pushing for changes ever since the former student grant system was abolished. However, he stressed that the \$50 million pledged for student aid by 1990 would only bring B.C. up to the level that other provinces have reached this year.

"If other provinces keep up with inflation we'll still be at the bottom in the student aid area," he said. "Ideally the province should have brought in the full \$50 million package this year."

"We're not ungrateful. But it still isn't enough to meet present needs."

Dan Worsley, assistant to the director of financial aid at UBC said that the reduction of the student debt load to \$12,000 would lift "a huge weight off many students' shoulders, especially those graduating with second degrees."

The average debt for a student graduating with a first degree is between \$15,000 and \$20,000 and the average debt for second degree students in medicine, dentistry, law, etc. is about \$30,000.

"We're quite pleased with the program because it makes the students' debt load a manageable one in terms of their ability to pay."



PRESIDENT -----3

aspects of the record too. Perhaps the matching grants scheme will attain its optimistic objectives and provide real increases in funding. Consultation with the community has improved greatly over what existed with previous govern-

CAUT COMMENTS -----2

come to power, they would undoubtedly have been widely acclaimed as a reasonable structure for co-operative consultation prior to implementing a new science and university policy. However, the university community spent two years fighting off Eric Nielsen and his Task Force and Finance Minister Michael Wilson, both of whom seemed at the time hell bent on disregarding every Tory promise concerning research and the universities.

Mr. Wilson, in particular, unilaterally capped the increases in transfer payments to the provinces for postsecondary education at about 5%, thus "saving" \$1.6 billion over five years despite the fact that the Tories had strenuously objected to the virtually identical policy implemented by the Liberals, and had made a written promise to the CAUT that they would maintain the 1976/77 system of transfer payments. Not a nickel of that money saved was expressly transferred to any other postsecondary education program. In addition, the proposed five year plans of NSERC and SSHRCC disappeared from sight.

In fact, in the end, the university community was much more successful in beating off direct dollar cuts or inflation-driven reductions in higher education and science in Ottawa than had been the case in the past under Tory or Social Credit ministers in provinces such as British Columbia or Ontario. Transfer funds are increasing at around five per cent and research funds are likely to show a slight growth this year. But the whole process left a bad taste and an abiding scepticism.

That is why the government should not be surprised if many members of the university community now want to see, not merely the new structures, but also the results from those structures. This is compounded by the fact that this government, like most, is addicted to hype and tends to oversell what it is doing. One example was the magic arithmetic used to try to make a freeze on the base funds of the granting councils into an increase (simply multiply the increase for 1985/86 by five, give no new dollars in each of the next five years and call it a \$16 million increase over five years).

It was, in fact, refreshing to see the lack of such hype, when the Prime Minister's Advisory Board on Science and Technology met for the first time. There is much that is meritorious in what the government is doing. Both Mr. Crombie and Mr. Oberle succeeded in persuading the provinces to co-operate in federal/provincial initiatives in delicate areas such as the National Forum and the National Science Policy — a far cry from Trudeau confrontation. The Prime Minister has recruited many distinguished Canadians for his advisory committees. Mr. Camp and Mr. Hart seem to have banished magic arithmetic from Finance and the Prime Minister's office at least in regard to research but they still have not been successful with all the other members of the cabinet including Mr. Oberle and Mr. Epp.

Cynics will say that the new science policy provides jobs for bureaucrats and politicians and not a nickel for scien science. Others wonder how much advice the government really needs since the crisis in the universities is clear and obvious. In this context, lectures by government officials on "spending better" to financially starved universities are at best irresponsible and at worst self-serving. Still other critics are concerned that the National Forum may be a bang-up conference but without follow-up. For instance, we obviously do not have to wait until 1988 for supplementary grants to the federal granting agencies. Will any of the \$1.6 billion the government has saved at the expense of the universities be put back into the universities? Is it all smoke and mirrors? Is the government really interested in universities or does it simply want to offer subsidies to industry under the guise of research and development? One can understand how politicians and civil servants get fed up with such corrosive cynicism. But the government has brought it on itself by its failure to act on its election promises until recently and by its own ill-considered use of magic arithmetic to justify its position.

Mr. Oberle is right. We are all from Missouri. The government will have to show both Canada and the university community that it has a serious policy in regard to the universities and to research which will produce results. The federal policy infrastructure is there. We should be grateful for the work that has gone into that. But we are still waiting for the proof. Poll after poll across the country has shown that the general public supports the universities and is prepared to pay for them through taxes. Commentator after commentator has told the government that the universities are in grave financial crisis. As long as the universities are forced to preoccupy themselves with this crisis, Canadian prosperity will suffer. The government will indeed be judged throughout Canada by its actions, not by its words.

ments. The Prime Minister's new committee on science and technology is promising. The working groups of federal and provincial science and technology ministers are an improvement over previous frosty relations between the two levels of government. The national forum on higher education is an

important initiative. Mr. Mulroney promises these will all contribute to a comprehensive policy being in place in 1988.

But in the end, the government will be judged on what it does. Just as Mr. Mulroney told Ronald Reagan about acid rain, we'll believe you when we see the colour of your money.

COMMENTAIRES -----2

recherche et le développement et, en avril, il rencontrait les représentants de l'ACPU, de l'AUCC et de la Fédération canadienne des étudiants pour discuter des politiques gouvernementales.

Si le gouvernement avait annoncé ces initiatives quand il est arrivé au pouvoir, elles auraient certainement été bien accueillies et considérées comme une structure raisonnable pour une consultation collective précédant l'implantation de nouvelles mesures applicables aux sciences et aux universités. Cependant, la communauté universitaire a consacré deux ans à combattre Eric Nielsen et son groupe d'étude ainsi que le ministre des Finances, Michael Wilson, qui tous deux semblaient à cette époque complètement indifférents à chacune des promesses faites par les Tories concernant la recherche et les universités. M. Wilson, en particulier, a limité unilatéralement l'augmentation des paiements de transfert d'impôts aux provinces pour l'enseignement post-secondaire à environ 5%, pour "sauver" ainsi 1,6 milliard de dollars sur cinq ans malgré le fait que les conservateurs se soient énergiquement opposés à une politique virtuellement semblable implantée par les libéraux et qu'ils aient fait une promesse écrite à l'ACPU que les systèmes de paiements de transfert d'impôts de 1976/1977 seraient maintenus. Pas un sous de cet argent épargné n'a été expressément transféré à aucun autre programme d'éducation post-secondaire.

De plus, le plan de cinq ans de CRSNG et CRSHC a disparu. Finalement, la communauté universitaire a obtenu beaucoup plus de succès en combattant les coupures directes en dollars ou les réductions provoquées par l'inflation dans l'enseignement supérieur et la sciences à Ottawa que ce fut le cas précédemment sous les ministres du parti conservateur ou du crédit social dans des provinces comme la Colombie-Britannique ou l'Ontario. Les fonds de virement augmentent à raison d'environ cinq pour cent et les fonds consacrés à la recherche montreront sans doute une légère croissance cette année. Mais l'ensemble du système a laissé un goût amer et un scepticisme permanent.

C'est pourquoi le gouvernement ne devrait pas être surpris si beaucoup de membres de la communauté universitaire veulent maintenant voir, non seulement les nouvelles structures, mais également leurs résultats. Ceci est compliqué par le fait que ce gouvernement, comme la plupart, a l'habitude d'exagérer et de vendre trop cher ce qu'il réalise. Un exemple a été l'arithmétique magique utilisée pour tenter de transformer le gel des fonds de base des conseils de subvention en augmentation (multiplier simplement l'augmentation de 1985/1986 par cinq, ne distribuer pas de nouveaux dollars durant chacune des cinq prochaines années et appelez cela une augmentation de 16 millions de dollars sur cinq ans.)

En fait, il a été rafraîchissant de voir l'absence de telles exagérations quand le Conseil consultatif du Premier ministre sur les sciences et la technologie s'est réuni pour la première fois. Beaucoup d'actions entreprises par le gouvernement sont méritoires. M. Crombie et M. Oberle ont réussi à persuader les provinces de participer aux initiatives fédérales/provinciales dans des domaines délicats comme le forum national et la politique nationale appliquée aux sciences — ce qui les place loin de la confrontation avec Trudeau. Le Premier ministre a recruté plusieurs Canadiens distingués pour ses comités consultatifs. M. Camp et M. Hart semblent avoir banni l'arithmétique magique des Finances et du Bureau du Premier ministre, au moins en ce qui concerne la recherche, mais ils n'ont pas obtenu de succès auprès de tous les membres du cabinet dont font partie M. Oberle et M. Epp.

Les cyniques diront que la nouvelle politique appliquée aux sciences fournit des emplois aux bureaucrates et aux politiciens et pas un sous aux sciences. D'autres se demandent jusqu'à quel point le gouvernement a vraiment besoin de conseils puisque la crise dans les universités est claire et évidente. Dans ce contexte, les déclarations faites par les représentants du gouvernement sur "une meilleure utilisation des fonds" pour affaiblir les universités sont au mieux irresponsables et au pire égoïstes. D'autres critiques se préoccupent du fait que le forum national puisse être un événement très chic mais qui n'aura pas de suite. Par exemple, nous n'avons évidemment pas à attendre jusqu'en 1988 pour obtenir des fonds supplémentaires des organismes fédéraux de subvention. La somme de 1,6 milliard de dollars que le gouvernement a épargné au détriment des universités sera-t-elle rendue aux universités? N'est-ce là qu'un miroir aux alouettes? Le gouvernement est-il vraiment intéressé par les universités ou veut-il simplement offrir des subsides à l'industrie sous la forme de recherche et de développement? On peut comprendre pourquoi les politiciens et les fonctionnaires se fatiguent d'un cynisme aussi corrosif. Mais le gouvernement a provoqué cette situation en ne respectant pas ses promesses électorales jusqu'à récemment et par son utilisation irréfléchie de l'arithmétique magique pour justifier son attitude.

M. Oberle a raison. Nous sommes tous du Missouri. Le gouvernement devra montrer au Canada et à la communauté universitaire que sa politique qui concerne les universités et la recherche est sérieuse et produira des résultats. L'infrastructure de la politique fédérale est présente. Nous devrions être reconnaissants du travail effectué à cet égard. Mais nous en attendons toujours la preuve. Tous les scrutins organisés dans le pays ont montré que le public supporte généralement les universités et est prêt à payer pour elles par ses impôts.

Un commentateur après l'autre a dit au gouvernement que les universités sont plongées dans une crise financière grave. Tant qu'elles seront forcées de se préoccuper elles-mêmes de cette crise, la prospérité canadienne souffrira. Dans tout le Canada, le gouvernement sera effectivement jugé sur ses actes et non sur ses paroles.

UNIVERSITY OF WATERLOO, Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) cost accounting, (iii) management accounting, (iv) auditing, (v) taxation, and (vi) auditing Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1987 or by arrangement. Appointments available until positions are filled. For consideration, send curriculum vitae and references to: Dr. J. A. C. O'Connell, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1, in accordance with Canadian employment requirements. The advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University to fill the existing vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly

UNIVERSITY OF MANITOBA, Agriculture. The Faculty of Agriculture, University of Manitoba invites applications for the position of **Associate Professor of Agricultural Economics**. The primary duty of the position is to teach and supervise students in the Department of Agricultural Economics. The position is in the Diplomas Program in Agriculture and Dairying in which the total enrollment is approximately 100 students. There are no limited teaching duties in an area of specialization may be required. An area of specialization in Agricultural Economics, M.Sc. degree or equivalent experience in Agricultural Economics is required. Teaching and/or extension experience for basic and applied phases of agriculture is desirable. The position is considered essential. The Director is expected to establish and maintain effective working relationships with the Departments in the Faculty of Agriculture. The ability to work with other departments in the Faculty and with other sectors of the agricultural industry is very necessary. The position is a full-time position. The Director of the School of Agriculture to a two-year term (with the possibility of extension) is expected to be available to the Faculty of Agriculture at that rank and level. The position is full-time. The salary will be commensurate with qualifications and experience. The standard of living of the successful candidate, therefore is possible, both women and men are encouraged to apply in accordance with the University's equal employment requirements. This advertisement is closing to Canadian citizens and the names of interested persons will be accepted until June 1, 1987. Dr. R. C. McGinnis, Dean, Faculty of Agriculture, University of Manitoba, 605-225 Main Street, Winnipeg, R3S 0V2.

UNIVERSITY OF OTTAWA Chair of Anaesthesia. Applications are invited for the Chair of Anaesthesia in the Department of Anaesthesia. The successful candidate must possess a M.D. degree, be a member of the Royal College of Physicians and Surgeons of Canada and be eligible for membership in the Royal College of Physicians and Surgeons of Ontario, experience in teaching and in clinical practice is mandatory. The successful candidate will have a proven record as an academic, and will be expected to have the qualifications to run a strong academic department and to develop and supervise graduate and post graduate levels. The University of Ottawa is a research university with a number of hospitals providing anaesthesia training programmes. Children's Hospital, St. Mary's Hospital, Ottawa General Hospital and National Defence Medical Centre are also appointed heads of the Hospital and the Anaesthesia Department. The above-mentioned teaching hospitals provide a wide range of clinical and research opportunities. Term of appointment is five years. For consideration, please send your curriculum vitae, references and a letter of recommendation to the University and the Hospital. In accordance with Canadian law, the University of Ottawa is an equal opportunity employer. Recruitment is directed to Canadian citizens and permanent residents. For a detailed curriculum vitae and the names of three referees, please write to the Chair of Anaesthesia, Dr. G. Thompson, Assistant Gen. Clinician, University of Ottawa, 45 Jean Jacques Street, Ottawa, Ontario, Canada K1N 6N5.

CAUT will not carry advertisements from censored universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censored.

[illegible]

UNIVERSITY OF SASKATCHEWAN
Department of Anatomy, The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for an Assistant Professor level position. Applicants should have experience in teaching developmental biology to medical and science students as well as anatomy and gross anatomy. A background in molecular biology is desirable. Applicants should have proven research background and a strong interest in the proposed research. For full curriculum vitae names of three referees and an outline of proposed research should be submitted to: Dr. G.O. Eukhordor, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH, Animal & Poultry Science, Research Associate
work on a project related to the manipulation of primordial germ cells in poultry. Applicants should have a Ph.D. in Avian Reproduction, should possess knowledge of avian embryology and have demonstrated skills in gamete/enkeryotic cell culture, micromanipulation and cell separation techniques. The applicant must be able to work within a group and supervise the activities of graduate students and technical assistants. Send curriculum vitae to Dr. B.J. Echternkamp, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

ST. THOMAS UNIVERSITY, Anthropology Department, Applications are invited for a contractually limited one year sabbatical replacement position at the rank of Assistant or Associate Professor. The candidate will be responsible for teaching undergraduate courses in general anthropology and other subjects related to the candidate's research interests. Preference will be given to candidates with previous experience in undergraduate teaching. The position, which is subject to budgetary approval, may be expected to be filled effective July 1, 1987. Applications with curriculum vitae and references should be forwarded to Dr. A. Mason, Anthropology, Social Sciences Department, St. Thomas University, Fredericton, N.B. E5C 5G3. The University is an Equal Opportunity Institution. This advertisement is directed to Canadian citizens and permanent residents. Within this category are women and members of minority groups.

placements for a limited term position in cultural anthropology at the Lecturer or Assistant Professor level (1 January - May, 1988) to teach the second halves of courses in Caribbean Societies and Anthropology of Development, and to contribute to an introductory course. Ph.D. or equivalent preferred. Candidates should apply to Chairman, Department of Anthropology, Trent University, Peterborough, Ont., K9J 798 by 31 May, 1988. The availability of this position is subject to departmental approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Department of Anthropology (Prehistory Section), Applications for the following positions are invited. The position involves the excavation of other materials from Lapita and other Early Polynesian sites. The material involved includes chert and pottery from Reefland sites, and bone, shell, and bone baubles and adzes from various Vanuatu Polynesian Islands and obidian tools from many different sites. Various petrographic and other analytical techniques will be used. The position involves excavation and subsequent patterns of exchange and trade. The position would suit a person with a background and skills in archaeology, geology or anthropology/anthropometry. An M.A. or M.Sc. with a minimum wage paid. Enquiries should be addressed to Professor R.C. Green, Department of Anthropology, Conditions of Appointment and Application Form available on request. Applicant Registrars (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand. Applications should be forwarded to:

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Chair in Architectural Technology. The School of Architecture at the University of Auckland invites applications for the established Chair in Architectural Technology. Applicants should have a strong reputation in practice, research and teaching in Architecture, or in other relevant professional areas related to architectural technology.

pointment and Method of Application available from the Assistant Registrar (Academic Appointments), University Auckland, Private Bag, Auckland, New Zealand. Applications should be forwarded before the closing date of 30 June 1997.

cepted for the position of Director, to assume duties on July 1, 1988, as incumbent is returning to research and teaching. The School of Architecture is part of the Faculty of Environmental Studies which includes a School of Urban and Regional Planning, a Department of Geography and a Department of Environment and Resource Studies. There are 18 full-time faculty members in the School of Architecture, who are supported by practitioners on adjunct and per diem appointments. The School

in computer-aided design, and a commitment to the School is highly valued and includes a co-op work term. The School is being encouraged to develop a graduate program, to be open to its three-year students (Architecture and Environmental Architecture) and to two-year Bachelor of Architecture degrees. The successful candidate will be responsible for the design, architect, or have graduate degrees in a appropriately related discipline, with proven record of excellence in teaching and/or supervising students in professional practice. It is expected that the new professor will have some teaching experience and play an active role in developing a graduate program in Architecture at Waterloo. Rank and salary to be determined. For consideration, please send your resume with Canadian immigration requirements, this advertisement directed to Canadian citizens and permanent residents. Please apply by September 30, 1987, a curriculum vitae and names of three referees to: James E. Oates, Dean, School of Architecture, University of Waterloo, Ontario, Canada, N2L 3G1.

DALHOUSIE UNIVERSITY. Atmospheric Science. The Atmospheric Environment Service and Dalhousie University are submitting to the Natural Sciences and Engineering Research Council a proposal for the establishment of a centre of excellence and graduate programs in atmospheric science. It is envisaged

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

one senior and one junior in each of the two general areas of climate research and marine meteorology. Further information on the positions and on existing teaching and research facilities is available from the Department of Oceanography and the Bedford Institute of Oceanography, P.O. Box 1030, St. John's, Newfoundland, A1B 4X6, Canada. Applications, together with a curriculum vitae and A.E.S. record may be obtained from Dr. C. Garrett, Department of Oceanography, Dalhousie University, Halifax, N.S., B3H 4J1, Canada, to whom applications for both senior and junior positions should be sent. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only. With respect to the employment of women, Dalhousie University is an affirmative action employer.

UNIVERSITY OF ALBERTA. Research Associate with experience in measurement of gas transport and intracellular concentrations in handling lymphoid cell lines and lymphocytes and in molecular biology techniques. Transcriptase P or M.D. required. Salary range \$20,000 - \$25,000. Appointment initially one year, but renewable annually subject to continued availability of funding. Apply by May 31, 1987 to: Dr. J. G. Kaplan, Vice-Chancellor, University of Alberta, 35 University Avenue, Edmonton, Alberta, T6G 2J9. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this appointment is directed to Canadian citizens.

Clinical Biochemistry, (2) University of
Professor and Chairman. (3) Qualifica-
tions required: M.D. or Ph.D. degree
qualified for the rank of Professor.
of Dulles: To provide academic
direction to a clinical laboratory de-
partment situated in several hospitals,
teaching hospitals and laboratories in
teaching hospitals and on the univer-
sity campus. (5) Salary: To be negoti-
ated. (6) Person to whom enquiries should
be sent: Dean Frederick Lowy, Faculty
of Medicine, University of Toronto, 1
College Circle, Toronto, Ontario,
M5S 1A8. The University of Toronto
encourages both men and women to
apply for positions. (7) Effective date of
appointment: July 1, 1987. In accord-
ance with Canadian immigration re-
quirements, this advertisement is directed
at Canadian citizens and persons

Applicants should be qualified and
ing to establish laboratory procedures.
Send c.v., bibliography, and 3 letters of
reference to: Dr. W.J. Schneider, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada.

biochemistry. Applications are invited for the position of Professor and Chairman of the Department of Biochemistry, University of Ottawa School of Medicine. The successful candidate will have the responsibility of: 1. organizing and running the undergraduate teaching program in biochemistry, and nutrition

School of Medicine, the School of Nursing and in the Faculty of Sciences; 2, supervising education at the graduate level; 3, conducting a strong research program in one or more areas of interest; 4, being a resource person for other researchers. The Department is at a crucial stage in its development. The person selected must have exceptional communication skills, be able to provide assertive leadership and be recognized by peers for excellence in education and research. The successful candidate must hold an M.D. and/or Ph.D. degree, have at least 5 years teaching experience, and a research record of high quality. In accordance with the current curriculum requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. An application, including curriculum vitae, should be forwarded, prior to May 31, 1987, to: Gilles D. Huetheau, M.D., Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Canada K1N 6N5.

concours pour le poste de Titulaire et Directeur du département de biochimie. Le candidat devra être titulaire d'un doctorat en biochimie et avoir une orientation de qualité au département afin de rencontrer les objectifs prévus. Le candidat devra avoir une expérience de la clinique, doit défendre la production en médecine et le Ph.D. et posséder au moins 5 années d'expérience en enseignement ainsi qu'une expérience de la recherche d'un directeur chevronné qui pourra diriger les programmes de recherche et les programmes de développement des programmes en médecine à la maîtrise et au doctorat aux études supérieures; et au niveau du baccalauréat en biochimie et en nutrition. Les candidats doivent être évalués en fonction des critères d'éligibilité de l'Université.

ences avant le 31 mai 1987, à l'attention de: Gilles O. Hurteau, M.D., Doyen, Faculté des Sciences de la santé, Université d'Ottawa, Ottawa, Ontario, Canada K1H 8M5.

biochemistry and related fields. Applications for a full-time, tenure track appointment at the assistant professor level. Applicants must have a Ph.D. and a minimum of two years postdoctoral experience and have demonstrated research competence. Applicants will be expected to establish an independent research program and to teach. Priority will be given to applicants predisposed to integrate research interests with those of other department members. The pos-

migration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Equal opportunity will be given to male and female applicants. Salary will be commensurate with education and experience. Applicants should send curriculum vitae, summary of future research interests and the names and addresses of three referees to: Dr. Terry W. Pearson, Acting Chairman, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date for applications: July 1987 or until position filled.

BAMFIELD MARINE STATION. Direct Applications and nominations are invited for the position of Director of the Bamfield Marine Station. The Station consists of a substantial complex for research and teaching laboratories, support facilities such as boat, diving, housing and dining services, and a Director's residence. The Station, located Bamfield village in a sheltered inlet on the west coast of Vancouver Island, operates year round with 18 permanent full-time and about 20 seasonal staff. The teaching program includes undergraduate and graduate courses and field courses for a diverse audience.

ed by the Western Canadian Universities Marine Biological Society (WCUMBS) consortium of five western Canadian universities (University of British Columbia, Simon Fraser University, University of Victoria, University of Alberta, University of Calgary). The Director reports

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Ottawa, Canada K1Y 4G1.

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CARLETON UNIVERSITY, Department of Civil Engineering, Masonry Research Engineering, is seeking a highly motivated and experienced Ph.D. graduate to fill the position of a postdoctorate in structural engineering and masonry. The successful candidate will have an extensive masonry research experience, including non-linear and 3-dimensional analysis and design of masonry structures. Duties will consist of carrying out research on masonry structures. While research will be strongly analysed oriented, involvement in teaching and supervision of students will also be required. Remuneration \$21,600 per annum. Applicants should send curriculum vitae to Professor G.T. Soudki, Department of Civil Engineering, Carleton University, Ottawa, Ontario, K1S 5B6. The closing date for applications is June 15, 1987 and the position will be available on a full-time basis. An equal opportunity employer with Canadian immigration regulations.

1907



University of Alberta
Edmonton

Tree Improvement Specialist

Department of Forest Science

Applications are invited for a Research Associate position in Forest Tree Improvement to begin July 1, 1987 for a minimum of five years. A Ph.D. in forest genetics and experience in operational tree improvement programs are required. Applicants should possess a good knowledge of statistics, breeding theory, and seed orchard technology; and demonstrated ability to communicate and cooperate effectively, and to work productively in a team situation. The appointee will be expected to carry out and assist in research in support of practical tree improvement activities in Alberta and provide a liaison between the Department and the Alberta Tree Improvement Co-Operative.

Salary will be commensurate with qualifications, but will start in the \$28,000 - \$35,000 range. Closing date for applications is June 30, 1987.

Curriculum vitae, including the names of three references, should be sent to:

The Chairman, Search Committee
Tree Improvement Specialist
Department of Forest Science
University of Alberta
Edmonton, Alberta T6G 2H1

In accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents.

The University of Alberta is an equal opportunity employer.



University of Alberta
Edmonton

Assistant/Associate Professor

The J.S. McEachern Cancer Research Laboratory, University of Alberta, invites applications from highly qualified researchers in the areas of the cellular and molecular pharmacology of antineoplastic agents and cell membrane properties of neoplastic cells. Successful candidates will be nominated for Scholarships awarded by the National Cancer Institute of Canada or the Alberta Heritage Foundation for Medical Research. Scholars are appointed for 5-year (AHFMR) or 6-year (NCIC) renewable terms. Establishment grants are accessible through the AHFMR. Appointment (Assistant or Associate Professor level) in an appropriate university department with limited teaching and participation in academic affairs will be required; awardees will be expected to commit at least 80% of their time to research activities. Candidates must hold an M.D. or Ph.D. and have had several years of postdoctoral research experiences. The McEachern Laboratory is an affiliate of the Cross Cancer Institute, a Government of Alberta cancer diagnosis and treatment centre.

Applicants should provide a curriculum vitae, the names of three references and a statement of research objectives before May 31, 1987 to the:

Director, McEachern Laboratory
5-75 Medical Sciences Building,
University of Alberta,
Edmonton, Alberta, Canada
T6G 2H7

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Alberta is an equal opportunity employer.



The University
of
British Columbia

U.B.C. Affiliated Hospitals and Provincial Laboratory Five Medical Microbiologists

We are seeking to recruit five medical microbiologists with specialist certification by the Royal College of Physicians and Surgeons of Canada or equivalent institution. Interest in public health and hospital microbiology as well as evidence of a strong commitment of research are essential. The successful applicants will hold dual appointments in both the Provincial Laboratory and in a U.B.C. affiliated hospital. The appointees will be granted academic appointments at the appropriate professional rank in the Division of Medical Microbiology, Department of Pathology, Faculty of Medicine. The apportionment of time between the Provincial Laboratory and the hospital will be negotiable and will be influenced by the service of research interests of the appointees.

The successful applicants will be dedicated to academic excellence and will participate in the teaching of graduate programs of the Division of Medical Microbiology. These appointments may be made effective September 1, 1987.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be considered up to one month after the date of this publication.

For further information please contact: J.A. Smith, M.D., F.R.C.P.(C), Professor and Head, Division of Medical Microbiology, The University of British Columbia, Vancouver, B.C. V6T 1W5.

Give generously to The Kidney Foundation of Canada



University of Alberta
Edmonton

Professeur adjoint en éducation Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint en didactique des sciences et des mathématiques. Ce poste ouvre la voie à la permanence.

Exigences:

Doctorat désirable. Maîtrise exigée. Expérience au niveau universitaire dans l'enseignement de la didactique des sciences et des mathématiques. De l'expérience dans l'enseignement à l'élémentaire ou au secondaire serait un atout.

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Date d'entrée en fonction:

Le 1^{er} juillet 1987 (à moins de restrictions budgétaires)

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

La date limite de réception des demandes est le 31 mai 1987. Prière d'envoyer un curriculum vitae et les noms de trois répondants à:

Dr. J.A. Bour, Doyen
Faculté Saint-Jean
University of Alberta
8406 - 91 Street
Edmonton, Alberta
T6C 4G9

Politique d'égalité en matière d'emploi

Président

Forum entreprises-universités

Au cours de la prochaine décennie, le rapport existant entre l'enseignement supérieur et les besoins des compagnies canadiennes à cet égard prendra de plus en plus d'importance. Établi en 1983, le Forum entreprises-universités s'avère une entreprise conjointe, sans but lucratif, conçue pour promouvoir la collaboration entre les entreprises et les universités au Canada. Le Forum a pour mission de rassembler les dirigeants des entreprises et des universités afin qu'ils puissent déterminer leurs principaux intérêts communs et en discuter de façon à relever les défis les plus urgents que pose la situation aux pays.

Le président est amené à jouer un rôle de premier plan dans les affaires du

Forum, à diriger et à administrer le bureau central situé à Montréal. Responsable devant le président et les dix membres du Conseil d'administration, il s'occupera notamment de l'identification des questions, de la coordination des groupes de travail, des services offerts aux 59 membres, de la communication auprès des différents publics canadiens de Forum et des relations avec les organisations nationales.

La possibilité de participer à une association d'envergure et de haut calibre, telle que le Forum, ne s'offre pas tous les jours. Aux fins d'obtenir des renseignements supplémentaires sur le poste, communiquez en toute confiance avec Mme Janet Wright.

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